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ABSTRACT

Part of an ongoing effort to maintain a record of research based on data from the National Longitudinal Surveys of Labor Market Experience (NLS), this document contains approximately 1,600 summaries of NLS-based journal articles, working papers, and dissertations that have been published over the past 20 years. It couples newly found research for this year with entries from both the NLS Annotated Bibliography (the initial bibliography published by Lexington Books in 1985) and the yearly updates that have been published by the Center for Human Resource Research at Ohio State University since 1986. Also included in this document are summaries of in-progress NLS research. This edition contains research conducted on the "new children" database. The bibliography is arranged alphabetically by primary author's last name. Each entry includes a bibliographic citation, an abstract, specification of the NLS cohort or cohorts used in the research, and an identification number keyed to four indices. The document is indexed by descriptor or key word, title, NLS cohort, and primary and secondary authors. (CML)

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N L S

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1968-1989

The National Longitudinal Surveys of Labor Market Experience

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Center for Human Resource Research
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PREFACE

The NLS Annotated Bibliographies

The *NLS Annotated Bibliography 1968-1989* is the result of an on-going effort by the Center for Human Resource Research, The Ohio State University, to maintain and provide to the public an up-to-date record of research based on data from the National Longitudinal Surveys of Labor Market Experience (NLS).

This year's edition contains approximately 1600 summaries of NLS-based journal articles, working papers, and dissertations which have been published over the past 20 years. It couples newly-found research for this year with entries from both the initial bibliography published by Lexington Books in 1985 *(The National Longitudinal Surveys of Labor Market Experience: An Annotated Bibliography)* and the yearly updates to that volume which have been published by the Center since 1986. In an effort to keep researchers apprised of the most current work in the field, summaries of in-progress NLS research for which the Center had working titles and summaries are also included. This year's edition contains for the first time research which has been conducted on the new children database.

Arrangement of the Update

The main body of this publication contains NLS research arranged alphabetically by primary author's last name. Each entry is complete with a citation, an abstract, specification of the NLS cohort or cohorts utilized in the research, and an identification number for easy referencing. Four indices are provided at the back of the volume which allow the reader to search this compendium of NLS research by: (1) descriptor or keyword (Index A); (2) title (Index B); (3) NLS cohort (Index C); or (4) primary and secondary authors (Index D).

The NLS

The NLS began in the mid-60s when the U.S. Department of Labor contracted with the Center to conduct longitudinal studies of the labor market experience of four nationally representative groups of the civilian U.S. population: men 45-59 years of age, women 30-44 years of age, as well as young men and women who were 14-24 years old in the 60s. Periodic interviews, both personal and telephone, have been conducted over a twenty year period with the over 5,000 members of each of these four cohorts. In 1979, yearly personal interviews began with a fifth cohort of 12,686 young persons, both females and males, who were 14-21 years of age in that year. During the 1986 and 1988 surveys of the youth cohort, data were collected on the socioemotional, cognitive, and physiological development of 5,000 children born to female respondents of the youth cohort. More detailed information on the content and structure of the various NLS data files is provided in the *NLS Handbook* available free-of-charge from the NLS Public Users' Office.

Key to the NLS Cohorts

The following key is utilized for easy identification of the various NLS cohorts:

M: Older Men who were 45-59 during the initial interview year of 1966.
W: Mature Women who were 30-44 during the initial interview year of 1967.
B: Young Men or "Boys" who were 14-24 during the initial interview year of 1966.
G: Young Women or "Girls" who were 14-24 during the initial interview year of 1968.
Y: Youth of both sexes who were 14-21 during the initial interview year of 1979.
C: Children of female respondents of the 1979 youth cohort who were one to 17 years of age in 1986.

Source Acknowledgements

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Call for NLS Research

Researchers with either completed or in-progress NLS-based research are encouraged to keep the Center informed of their projects. Summaries of NLS research are published in quarterly issues of the NLS newsletter as well as in yearly editions of this NLS annotated bibliography. Postage paid self-addressed 'Call for NLS Research' forms can be obtained from the NLS Public Users' Office at the address listed below.

Acknowledgements

Special thanks go to Carol Sheets for her programming assistance, to Mel Ankeny of the OSU Business Library for his continuing "on-line support," to Diane Rumberger for willingly and with humor tackling the formidable job of compiling and editing the Center's many 'bibs,' to Frank Mott and Kezia Sproat who, some five years ago, started us out on this journey of recording the many and varied uses of the NLS, and most especially to the researchers around the country and abroad who continue to find the NLS a rich and yet-to-be-fully exploited data source.

NLS Public Users' Office, Center for Human Resource Research, The Ohio State University, 921 Chatham Lane,
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NLS RESEARCH 1968-1989

1 ABELL, TROY and LYON, LARRY. "Do the Differences Make a Difference? An Empirical Evaluation of the Culture of Poverty in the U.S." *American Ethnologist* 6 (August 1979): 602-21.

This analysis of the culture of poverty in the United States produces several findings specific to the theoretical propositions of Lewis and subsequent critiques: (1) there are significant differences between the descendants of the lower class and those of the middle class in relation to family structure, the community school system, region of the country, race, degree of urbanism, and IQ; (2) these differentiating behaviors appear to be socially transmitted from one generation to the next; for example, poor fathers have sons who have lower levels of income, occupational prestige and IQ scores; (3) all six of the variables predictive of educational, occupational, and financial achievement (race, region of the country, degree of urbanism, number of siblings, home reading material, and IQ) also differentiate the lower and middle classes; (4) individual and familial factors are more powerful determinants of educational and occupational attainment than structural or societal forces; (5) however, two thirds of the income gap between the descendants of the poor and those of the middle class is determined by structural forces beyond individual efforts at change. These findings reveal an explanatory model supportive of Gans' theoretical conception of the causes of poverty: "behavior is thus a mixture of situational responses and cultural patterns, that is, behavioral norms and aspirations" (1968: 211). Neither a cultural nor a situational view of behavior can stand alone in explaining poverty. This analysis of the NLS data gives empirical documentation to Lewis's original hypothesis that certain individual and familial behaviors differentiating the lower and middle classes are causally linked with occupational prestige and income. However, these cultural behaviors are not the primary factors in the perpetuation of economic poverty. Cohort: B.

2 ABOWD, JOHN M. and CARD, DAVID. "Intertemporal Labor Supply and Long-Term Employment Contracts." *American Economic Review"* 77,1 (March 1987): 50-68.

This paper compares a contracting model and a labor supply model. One test is whether earnings changes are more variable than hours changes, as predicted by the labor supply model, or less variable, as predicted by the contracting model. When this test is applied to two longitudinal surveys, it was found that earnings are somewhat more variable than hours for men who never change employers. The estimates suggest that changes in earnings and hours not associated with measurement error occur at fixed wage rates. Cohort: M.

3 ABOWD, JOHN M. and CARD, DAVID. "On the Covariance Structure of Earnings and Hours Changes." *Econometrica* 57,2 (March 1989): 411-445.

This paper presents an empirical analysis of changes in individual earnings and hours over time. Using longitudinal data from three panel surveys, the authors catalogue the main features of the covariance structure of changes in earnings and hours. An interpretation of these features in terms of both a life-cycle labor supply model and a fixed-wage labor contract model is then presented. Major findings of this research include: (1) there is a remarkable similarity in the covariance structure of earnings and hours changes across the three surveys; and (2) apart from simple measurement error, the major component of variance in earnings and hours affects earnings and hours equi-proportionately. Cohort: M.

4 ADAMS, ARVIL VAN. "Lessons from the National Longitudinal Surveys: A Commentary." Current Issues in the Relationship Between Manpower and Policy. Spec Report 7, National Commission for Manpower Policy, 1976.

The author comments on the paper by H.S. Parnes, "The National Longitudinal Surveys: Lessons for Human Resource Policy," presented to the National Commission for Manpower Policy. He also considers the following questions: What have been the unique insights into labor market behavior gained from the use of longitudinal data and what are the policy implications thereof? What are some of the remaining gaps in our knowledge of labor market behavior and of what value will longitudinal research with NLS data be in closing these gaps? Cohort: M.

5 ADAMS, ARVIL VAN. "The Stock of Human Capital and Differences in Post-School Formal Occupational Training for Middle-Aged Men." *Southern Economic Journal* 44 (April 1978): 929-936.

This study examines the extent of post-school occupational training among middle-aged men. White men were almost two times more likely than black men to participate in formal occupational training. However, these differences disappear when racial variations in personal characteristics and differences in prior training are controlled. The author argues for public policy intervention to offset the earlier disadvantage of blacks. Cohort: M.

6 ADAMS, ARVIL VAN; GOLDSTEIN, HAROLD; HARRELL, ADELE; MANGUM, STEPHEN L.; et alia. "The Neglected Source of Human Wealth: A Study of Formal Education and Training During the Adult Years." Final Report, Employment and Training Administration, U.S. Department of Labor, 1982.

This study describes the participants and institutions involved in adult education and training. It examines labor market outcomes and explores the economic and social factors influencing participation in these forms of education and training. Those who benefit most from adult education and training are those involved in company-based programs: white-collar, managerial, professional and technical workers; and participants in short and moderate-term programs. Most important is the cumulative nature of knowledge and skill development over the life cycle. Early advantages leading to knowledge and skill development during childhood and adolescence are found to be perpetuated in the adult years with important implications for social stratification. Cohort: B G.

7 ADAMS, ARVIL VAN and MANGUM, GARTH L. *The Lingering Crisis of Youth Unemployment*. Kalamazoo, MI: Upjohn Institute for Employment Research, 1978.

In this reassessment of the youth unemployment problem, the authors have sought to establish the dimensions of youth unemployment and its underlying causes and consequences, to determine the priorities that should be attached to the problem, and to suggest policies that would lead to its solution. Among the most significant findings are: (1) joblessness among out-of-school teenage youth carries with it a "hangover" effect. Those who have unfavorable early labor market experiences are less likely than others to have favorable subsequent experiences, education and other background characteristics held constant; and (2) education and training have a significant positive effect upon the employment and earnings of youth by race and sex. Cohort: B G.

8 ADAMS, ARVIL VAN; MANGUM, STEPHEN L.; WIRTZ, PHILIP W. "Human Capital Development through Postschool Education and Training: A Model of Men's Participation." Presented: Washington, D.C., Association of Public Analysis & Management Meeting, October 1981.

This is an examination of the economic and social forces influencing participation in various forms of postschool education and training. The study focuses on early human capital development and its influence on the cost and incentives for subsequent development in the adult working years. The results point to the cumulative nature of knowledge and skill development over the lifecycle with some important implications for efforts to reduce economic and social inequalities for blacks and whites. Cohort: B.

9 ADAMS, ARVIL VAN; MANGUM, STEPHEN L.; WIRTZ, PHILIP W. "Postschool Education and Training: Accessible to All?" *The Review of Black Political Economy* 15,3 (Winter 1987): 68-86.

This article examines knowledge and skill development during early adulthood when the individual has severed ties with formal education and entered the world of work. Focusing on the Young Men's cohort, the paper examines the economic and social forces influencing participation in various forms of postschool education and training. A recursive model is used to explore skill development patterns over the lifecycle. Attention is focused on the role of early human capital development and its influence on the cost and incentives for subsequent skill development in the adult working years. The findings point to the cumulative nature of skill development over the lifecycle with some important implications for efforts to reduce economic and social inequalities for blacks and whites. Cohort: B.

10 ADAMS, ARVIL VAN and NESTEL, GILBERT. "Interregional Migration, Education and Poverty in the Urban Ghetto: Another Look at Black-White Earnings Differentials." *Review of Economics and Statistics* 58 (May 1976):156-66.

The authors argue that few of the problems facing blacks in the non-South can be directly related to their migration from the South or to inferior Southern black schools. The non-Southern ghetto appears to be more harmful than a rural Southern origin. In this environment, young black males adopt attitudes toward school and work which appear to perpetuate their disadvantaged economic status. Investment in quality education, South and non-South, new jobs and attention to defects in the market system are important to further economic progress for blacks. Cohort: B M.

11 ADAMSON, DWIGHT W. "Labor Unions and Racial Wage Differentials: A Longitudinal Analysis." Ph.D. Dissertation, Washington State University, 1988.

This paper investigates the intertemporal change in racial union wage differentials. Specifically investigated are reported longitudinal wage change results where black union joiners demonstrate a negligible wage gain from entering the union sector relative to a significantly larger wage gain for white union joiners. Also investigated are reported cross-sectional wage level results where the union wage differentials for white and black union stayers are virtually equal. The longitudinal results contradict the findings of the traditional cross-sectional studies which demonstrate consistently larger union wage differentials for black workers relative to white workers. Two longitudinal models are used to estimate the racial union differentials. The first model, which replicates the original longitudinal study, separates mobility into (and out of) the union sector from union sector stationarity. The second model incorporates employer mobility into the variables measuring change in union status, and provides a more accurate assessment of racial union effects since it isolates workers searching for new jobs from those who change union status but retain their original employer. Both models are tested using the NLS data set for Young Men over the 1969-71, 1971-76, 1976-78, 1978-80, 1980-81 longitudinal periods. The results are mixed. The first model generally supports the original longitudinal study's finding of greater wage change effects for white union joiners, but also finds larger cross-sectional wage differentials for black union stayers. The second model also supports the findings of larger union joiner effects for whites. However, it demonstrates larger wage level differentials for black union joiners and union stayers, implying that blacks receive greater union benefits relative to respective nonunion stayer reference groups. The results indicate that whites receive a larger union effect because white union joiners, while in the nonunion sector, are less productive than black union joiners relative to their nonunion reference group--hence the white wage change is much larger when entering the union sector. Black union joiners, in general, maintain a positive productivity differential over black nonunion stayers, while white union joiners demonstrate a negative productivity differential relative to white nonunion stayers. [UMI ADG89-02765] Cohort: B.

12 ADELMAN, CLIFFORD. "Devaluation, Diffusion and the College Connection: A Study of High School Transcripts, 1964-81." Report to The National Commission on Excellence in Education, March 1983.

This project reanalyzed existing transcript data from the Study of Academic Growth (High School Class of 1969) and the Youth Cohort of the National Longitudinal Survey of Labor Market Experience (High School Classes of 1975-1981) in terms of a variety of measures of the quantity of schooling, and in relation to changes in college graduation requirements between 1967 and 1974. The major findings include the following: (1) There has been a considerable decline in the average credit value of academic courses in American high schools since the late 1960s, indicating that comparatively less time is being allocated for them and that students are spending far less time in the academic curriculum than assumed in previous research. (2) High school students are spending more time in and receiving more credit for "personal service and development courses." This phenomenon accounts, in part, for the drop in the time students spend in the academic curriculum. (3) There has been a profound shift of students from both Academic and Vocational Tracks into the General Track, the curriculum of which is dominated by survey, remedial, and personal service courses. (4) The secondary school curriculum has become diffused and fragmented over the past 15 years--a mirror image of the proliferation of courses and degrees in colleges during the period in question. As smorgasbord distribution systems came to dominate the structure of college "general education" requirements, high schools "repackaged" their curricula to reflect higher education models. (5) Grade inflation, while significant, has not been as pervasive as assumed. Cohort: Y.

13 AKERLOF, GEORGE A. and MAIN, BRIAN G. "An Experience-Weighted Measure of Employment and Unemployment Durations." *American Economic Review* 71 (December 1981):1003-11.

This study displays empirical estimates of a measure of the average length of a spell in which an employment-year and unemployment-week is utilized. The results show that unemployment durations are all longer by large multiples. Most employment experience is spent in jobs that are quite long. Even though there may be less permanence than previous times, the average male is employed in a job of long standing; therefore, there exists a considerable degree of permanence in the labor market. Cohort: M.

14 AKERLOF, GEORGE A. and MAIN, BRIAN G. "Maximum Likelihood Estimation with Pooled Observations: An Example from Labor Economics." *International Economic Review* 21,3 (October 1980): 507-515.

The difficulty of pooled observations in a data base arises when, for each sample point, some characteristic is measured exactly up to a certain level, but no record is made if the characteristic should exceed that boundary. This poses obvious problems if it is desired to perform a maximum likelihood estimate of the probability of an event. It is shown that whereas most researchers use ad hoc methods, it is possible to solve this problem by a non-ad hoc procedure which is illustrated by an example from labor economics. The example arises from a study of the weekly probability of transition from employment to unemployment using the NLS of Older Men. It is assumed that the probability of predicting whether an individual will be employed or unemployed in the following week can be represented as a logistic function of personal characteristics. A method is illustrated by which pooled data can be incorporated into maximum likelihood estimation in an exact fashion. Cohort: M.

15 ALDRICH, MARK and BUCHELE, ROBERT. *The Economics of Comparable Worth.* Cambridge, MA: Ballenger Publishing Co., 1986.

The 1980 NLS Young Men's and Women's surveys provide the principle data base for research presented in this book on the role of occupational segregation in the male-female earnings gap and the impact of alternative comparable worth wage adjustments on men's and women's earnings. Cohort: B G.

16 ALTONJI, JOSEPH G. "Family Background, Labor Market Outcomes, and Race and Sex Differences in Employment and Earnings." (In-progress Research).

This in-progress research will examine the effects of family background on labor market success. The analysis will examine the extent to which race and sex differences in labor market outcomes reflect: (1) differences in parental characteristics and family structure; and (2) differences by race and sex in the connection between parental characteristics and labor market outcomes. Matched data records of siblings and their parents from the Young Men, Young Women, Older Men, and Mature Women cohorts will be used. Cohort: B G M W.

17 AMOTT, TERESA L. "Three Essays on Occupational Segregation: Women and Men in the Labor Force." Ph.D. Dissertation, Boston College, 1980.

The nature and extent of occupational segregation of women and men in the United States labor force is examined in three essays. The first essay documents occupational segregation and utilizes factor analysis to differentiate the characteristics of jobs held predominantly by women from those of jobs held predominantly by men. The second essay discusses and evaluates theories of occupational segregation which have been put forth by economists. The third essay presents empirical work which is designed to identify the mechanisms generating and perpetuating sex segregation in the labor force. The effect of occupational sex-type upon wages is examined for a sample of women and men from the National Longitudinal Surveys. The results are consistent with both supply- and demand-based models of segregation. Wages fall as the female share of employment in an individual's occupation approaches a turning point, after which a rising share of female employment is associated with a wage premium ceteris paribus. This pattern is observed for white women and men of both races; black women, however, receive a wage premium as the female share of employment approaches a turning point, and are penalized for participation in occupations in which the female share of employment exceeds the turning point. Cohort: B G.

18 ANDRADE, SALLY J. "Aspirations of Adolescent Hispanic Females for Marriage, Children, Education and Employment." Report to the National Council of La Raza, U.S. Department of Labor, May 1982.

This study provides descriptive profiles of the aspirations of adolescent Hispanic females and males and analyzes the relative differences and similarities among young Hispanics, whites/Anglos, and blacks. Young Hispanic females tended to be married more than other groups (although whites had a similar rate), but data from both the NLSY and the High School and Beyond Survey suggest that young white females value marriage somewhat more than Hispanic females. Similarly, although Hispanic females apparently idealize larger size families to a greater extent than White females and expect to have slightly more children, white females give a higher rating to the importance of having children. Black females were less likely than either Hispanic or white young women to be married, to expect to married, and to marry early. They were more likely to already have had a child than the other two groups of young women, and while they tended to idealize large families, they had the lowest expectations of having large numbers of children and the highest percentage who did not expect to have any children. Young Hispanic males seemed somewhat more positive about marriage than black males and similar or more positive than white males. In both surveys, Hispanic males were more positive about larger sized families than were Hispanic females, as was true in the case of Black males and females. One of the potentially most troubling findings in both surveys with implications for family formation was the wide gap in agreement between young Hispanic women and Hispanic men about traditional sex roles. Young Hispanic women are very much planning on being part of the labor force as they mature (two thirds plan to be working at age 35). The study concludes overall that no clear cut pattern emerges that allows one to characterize Hispanics as less motivated or more traditional in their attitudes than their white and black counterparts. Cohort: Y.

19 ANDRISANI, PAUL J. "Discrimination, Segmentation, and Upward Mobility: A Longitudinal Approach to the Dual Labor Market Theory." Presented: Atlantic City, Joint Meeting of the American Economic Association & the Econometric Society, 1976.

The empirical results presented in this study make it rather difficult to accept an extreme hypothesis of labor market segmentation. The secondary sector hardly appears to be an economic prison from which there is no escape. In addition, contrary to the principal tenets of the dual labor market theory, investments in the skills and abilities of black youth appear to have payoffs in terms of entry into better jobs and in terms of higher earnings as well, even when employed in what is defined herein as the secondary market sector. Nonetheless, the evidence strongly suggests that invidious racial discrimination denies numerous youth the socioeconomic fruits warranted by their human assets. Cohort: B.

20 ANDRISANI, PAUL J. "The Effects of Employment Opportunities and Incentives on the Work Ethic and Initiative of Youths." Report, National Commission for Employment Policy, 1981.

The purpose of this research is to examine the effects of early career opportunities and incentives on the work ethic and initiative of youths. More specifically, the key interest is in ascertaining what happens to the work ethic and initiative of youths who are initially comparable on the basis of their work ethic, initiative, background, and human capital characteristics, but who subsequently differ in terms of their early career opportunities and incentives. Cohort: B.

21 ANDRISANI, PAUL J. "The Effects of Health Problems on the Work Experiences of Middle-Aged Men." *Industrial Gerontology* 4 (Spring 1977):97-112.

An analysis of five years in the work lives of middle-aged men showed that nearly two-fifths of those in their early sixties reported health limitations. The most serious labor market problems that confront men in their middle years appear to be closely linked to the chronic health conditions and disabilities that may accompany advancing age. Health status is closely linked to premature death: middle-aged men whose health affected their work in 1966 were two to three times as likely to die between 1966 and 1971 as men whose health did not affect their work. Industrial injuries are an important source of health limitations, since they occur with alarming frequency. Cohort: M.

22 ANDRISANI, PAUL J. "An Empirical Analysis of the Dual Labor Market Theory." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1973.

This study focuses upon the process of labor market entry of male youth in the context of the dual labor market theory. Essentially, the dual market theory contends that large numbers of workers are involuntarily confined to substandard jobs in a "secondary" labor market which is separated from the mainstream, or "primary" sector, by impenetrable boundaries imposed by institutionalized discrimination. Briefly, the study finds a substantial amount of upward mobility from time of first job to 1968--a period ranging from 2 to 10 years. Nonetheless, entry into and confinement within the secondary sector cannot be consistently explained solely in terms of deficiencies in aggregate demand, human capital, or motivation. Moreover, the evidence also suggests the existence of race and sectoral differences in the process of wage determination. Cohort: B.

23 ANDRISANI, PAUL J. "The Establishment of Stable and Successful Employment Careers: The Role of Work Attitudes and Labor Market Knowledge." *Conference Report on Youth Unemployment: Its Measurement and Meaning*, U.S. Department of Labor, 1978.

This study analyzes the work attitudes and labor market knowledge of youths, considering how they differ from their older counterparts and how they affect and are affected by successes and failures upon entry into the labor force. The findings show the importance of work attitudes and adequate labor market knowledge for the establishment of stable and successful employment careers. The data indicate that there exists inadequate labor market knowledge among youth-especially blacks, females, poor white youth; however, there is little justification that the attitudes toward work of youths are inadequate, immature, anti-work, or the cause for their unique labor problems. In addition, youth's work attitudes were dissimilar from those of older workers; they reflected considerable ambition in planning career goals, and they were shown to be influenced in an anti-work direction by unsatisfactory labor market experiences early in work careers. Cohort: B G.

24 ANDRISANI, PAUL J. "Internal-External Attitudes, Personal Initiative, and the Labor Market Experience of White and Black Men." *Journal of Human Resources* 12 (Summer 1977):308-28.

The analysis provides support for the hypothesis that internal-external attitudes are strongly related to a number of aspects of labor market experience. Confidence in these findings is strengthened by the fact that observed relationships were independent of individual differences in a wide range of characteristics and were supported as well by longitudinal data. Findings also indicate that there are only minor differences between young and middle-aged men in internal-external attitudes. There is little consistent evidence among young men that educational attainment had lower returns for blacks than whites during the late 1960s and 1970s. Initiative appears to have considerable labor market payoffs for young and middle-age men, blacks as well as whites, and especially for the young. Cohort: B M.

25 ANDRISANI, PAUL J. "Internal-External Attitudes, Sense of Efficacy, and Labor Market Experience: A Reply to Duncan and Morgan." *Journal of Human Resources* 16 (Fall 1981):658-66.

Duncan and Morgan's main criticism can be stated quite simply: they disagree with the conclusion that attitudinal change could result in greater initiative and more successful labor market experience, particularly among youths, because the conclusion is inconsistent with their replication and with almost all other PSID studies as well. The author disagrees with their interpretation of his research and shows that a number of studies in addition to his have used NLS data and come to the same conclusion he has. Differences between NLS and PSID data are discussed as likely explanations of why these data sets generate different findings about the role of psychological variables in the dynamics of labor market processes. Cohort: B.

26 ANDRISANI, PAUL J. "Job Satisfaction among Working Women." *Signs* 3 (Spring 1978):588-607.

This examination of job satisfaction among women in their thirties and forties during the period between 1967-1972 indicates that black women were less satisfied than their white counterparts, and that levels of job satisfaction declined throughout the period for both black and white women. Women who were highly satisfied were most likely to mention intrinsic aspects of work; however, over 40 percent of the women mentioned extrinsic factors as the aspect of work they liked best. In addition, the quality of interpersonal relationships with coworkers and supervisors was considered relevant to job satisfaction. Conflicting demands between work and home resulted in lower than average levels of job satisfaction. The greatest conflict was the husband's negative attitude toward the wife working outside the home. The women who appeared to be most satisfied were those who were deeply committed to work, had high self-esteem, and attached importance to intrinsic aspects of their work. Cohort: W.

27 ANDRISANI, PAUL J. "Labor Market Data Needs from the Perspective of 'Dual' or 'Segmented Labor' Market Research: A Comment on Harrison and Sum." In: *Counting the Labor Force*, Vol I, Washington, D.C.: National Commission on Employment & Unemployment Statistics, 1979.

This paper comments on Harrison and Sum's paper, which includes a synopsis of segmented labor market theory, hypotheses, and data needs. They criticize existing public use data bases and make recommendations for changes.

The author agrees with their criticism in part, and points out ways of modifying the new NLSY cohort to address most of the issues raised in the Harrison- Sum paper. Cohort: Y.

28 ANDRISANI, PAUL J. "Longitudinal Research and Labor Force Behavior." *Journal of Economics and Business* 32 (Winter 1980).

This issue contains seven papers examining some of the unique opportunities and problems of longitudinal data, particularly as they relate to labor force behavior over the life cycle. Four papers, from a conference sponsored by the Social Science Research Council in October 1977, review the NLS experience and suggest future directions. Cohort: B G M W.

29 ANDRISANI, PAUL J. "The Secondary Labor Market's Effect on the Work-Related Attitudes of Youths." Proceedings of the Thirty-Second Annual Meeting, Industrial Relations Research Association (1980):242-50.

The purpose of this paper is to examine the effects of early labor market experiences on the work attitudes of youth, particularly the extent to which secondary labor market or "bad" jobs shape youths' attitudes in an antiwork direction. More specifically, the key interest is in ascertaining what happens to the work attitudes of youths who are comparable on the basis of initial attitudes, pre-labor market background, and human capital characteristics, but who subsequently differed in terms of weeks of unemployment, weeks worked, earnings, occupational assignments, and occupational advancement. Thus, the principal concern of this study is not whether the "unrealistic" attitudes of youths become tempered by the oftentimes harsh realities of the world of work. More importantly, the concern is for whether youths' attitudes which can not be deemed as unrealistic also are shaped in an antiwork direction because of the realities of the labor market, particularly labor market segmentation which may irreversibly misallocate youths during the early stages of career formation. Cohort: B.

30 ANDRISANI, PAUL J.; APPELBAUM, EILEEN; KOPPEL, ROSS; MILJUS, ROBERT C. "Work Attitudes and Work Experience: The Impact of Attitudes on Behavior." R & D Monograph #60, U.S. Department of Labor, 1979.

This monograph is a summary (prepared by Dr. Florence M. Casey, Office of Research and Development, Employment and Training Administration, USDOL) of the authors' book *Work Attitudes and Labor Market Experience: Evidence from the National Longitudinal Surveys* (Praeger, 1978). Job satisfaction was found to decline somewhat between 1966 and 1972 and the decline was most pronounced among white collar workers, service workers, farmers, and craft workers. Fewer than 15 percent of workers reported disliking their jobs, however. Inequities in distribution of rewards among comparable workers were most strongly linked to dissatisfaction. Workers with stronger internality enjoyed greater success than others. Dissatisfaction is linked to higher turnover and unemployment and decreased wages, except blacks, who improved their wages by changing employers. Purely economic rewards were not so important to satisfied workers as job content, but they were major causes of dissatisfaction among those who were less than highly satisfied. Motivation and high occupational goals were important for younger workers. Strong commitment to work resulted in less time out of the labor force, greater investment in training (among younger women and older men) and greater labor market advancement (among younger and older women). White working women who perceived their husbands as disapproving of their working outside the home advanced less in occupational status, had more unemployment and weeks out of the labor force, and had less likelihood of getting formal occupational training than women whose husbands did not object to their working. Cohort: B G M W.

31 ANDRISANI, PAUL J.; APPELBAUM, EILEEN; KOPPEL, ROSS; MILJUS, ROBERT C. *Work Attitudes and Labor Market Experience: Evidence from the National Longitudinal Surveys.* New York: Praeger Publishers, Inc., 1978.

Numerous forces shape the development of attitudes toward work. Job dissatisfaction does not arise exclusively among those whose unique labor market problems have already been singled out by policy makers for special attention. Job dissatisfaction has not been entirely at the lower end of the occupational, industrial, and income structures, or only within certain age-sex-race groups. Age-sex-race differences in the perceived payoffs to initiative are virtually nonexistent, despite the vast differences in work experience that exist on the basis of age, sex, and race. Our attempts to assess the extent to which labor market forces impact upon attitudinal change have met with only modest success. Cohort: B G M W.

32 ANDRISANI, PAUL J. and DAYMONT, THOMAS N. "The Age Mix of the Labor Force in 1990: Implications for Labor Market Research." In: *The Changing Composition of the Workforce*, A.S. Glickman, ed., New York: Plenum Press, 1982.

This article reviews problems associated with the labor force projections produced by the Bureau of Labor Statistics and advocates a more behavioral approach. The authors summarize the findings of recent efforts among economists to incorporate social and psychological variables into models of labor market behavior and find that future research is needed: (1) to determine the degree to which the effect of the projected changing age structure of the population varies across different segments of the labor market and over different stages of the life cycle and time periods; (2) to determine why those members of the baby boom cohort who experienced long and/or frequent spells of unemployment will probably be more likely than others to suffer labor market problems throughout their careers; (3) to improve both the conceptualization and measurement of labor force data to capture more adequately the varying degrees of attachment to the labor force and varying degrees of intensity of job search; (4) to understand better the dynamic forces producing strains among women managing dual careers; and (5) to point up problems of age discrimination in employment, which may begin to rival race and sex-based forms of labor market inequality in future decades. Cohort: B G M W.

33 ANDRISANI, PAUL J. and KOHEN, ANDREW I. "Career Thresholds, Volume 5." Manpower R & D Monograph 16, Volume 5. Washington, D.C.: U.S. Government Printing Office, 1975.

The purpose of this study is to examine the effects of collective bargaining on the relative earnings and employment experience of young blue collar males over the 1969-1970 period. Specifically, the authors have examined the effects of collective bargaining on five dimensions of labor market experience: (1) hourly rate of pay at the beginning of the period; (2) hours usually worked per week; (3) likelihood of being unemployed during the 12-month period; (4) duration of unemployment; and (5) growth in hourly earnings during the period. Additionally, they examined the relationship between unionism and racial differentials in these measures of labor market experience. In all cases, they attempted to ascertain the effects of collective bargaining on comparable workers within each race group. Cohort: B.

34 ANDRISANI, PAUL J. and KOHEN, ANDREW I. "The Effects of Collective Bargaining as Measured for Men in Blue-Collar Jobs." *Monthly Labor Review* 100 (April 1977):46-49.

This study examines the effect of collective bargaining coverage on hourly rates of pay, unemployment experiences, and growth in hourly earnings of young and middle-aged blue collar men. The authors find a significant and consistent positive impact of coverage on the level of hourly earnings but the impact of unions on joblessness and wage growth is more mixed. Age as well as race differences in these outcomes are noted and discussed. Cohort: B M.

35 ANDRISANI, PAUL J. and MILJUS, ROBERT C. "Multivariate Analysis of Individual Differences in Preferences for Intrinsic versus Extrinsic Aspects of Work among National Samples of Young and Middle-Aged Women." *Journal of Vocational Behavior* 11,1 (August 1977): 14-30.

The authors examine, in a multivariate analysis, individual differences in preferences for intrinsic versus extrinsic aspects of work. Preferences are found to be significantly related to age, occupation, class of worker status, job satisfaction, educational attainment, and race. There was little evidence of preference difference between white-collar and blue- collar workers, between rural and urban workers, or among individuals with different levels of income. Cohort: B M.

36 ANDRISANI, PAUL J. and NESTEL, GILBERT. "Internal-External Control as Contributor to and Outcome of Work Experience." *Journal of Applied Psychology* 61 (March/April 1976):156-65.

This study examined both the influence of internal- external control on a number of facets of work experience of middle-aged men and the influence of work experience on change in internal-external control. Utilizing an 11-item abbreviated version of Rotter's Internal-External Control Scale and multivariate techniques, the authors found a systematic influence of internal-external control on success in the world of work. Confidence in these findings is strengthened by the fact that the observed relationships were independent of individual differences in skills, abilities, and demographic distribution, and were obtained on the basis of longitudinal as well as cross-sectional data. Additionally, these data also provide considerable support for the hypothesis that success at work enhances the expectancy of internal control. Cohort: M.

37 ANDRISANI, PAUL J. and PARNES, HERBERT S. "Commitment to the Work Ethic and Success in the Labor Market: A Review of Research Findings." In: *The Work Ethic-A Critical Analysis*, J. Barbash, et al., eds., Madison, WI: Industrial Relations Research Association, 1983.

This survey of studies focuses on the evidence from the NLSY and the Panel Study of Income Dynamics (PSID) of a link between the strength of the work ethic and productivity. The literature shows that the strength of individuals' commitment to the work ethic affects various measures of their success in the labor market, even as favorable labor market experiences have feedback effects on the extent to which individuals are committed to the work ethic. The magnitude and precise character of the reciprocal relationships described are difficult to ascertain, however, since many studies have used only limited facets of what might be regarded as a complete measure of strength of the work ethic. Despite such limitations, these research findings are significant for public policy. Cohort: Y.

38 ANGLE, JOHN. "Work and Earnings: Cumulative Experience Method of Analysis of Longitudinal Surveys." *Sociological Methods and Research* 8 (November 1979):209-32.

The author uses the Cumulative Experience Method (CEM) to answer how a person's work experience affects his/her earnings. CEM interpolates an individual's experience between observation points and weights these inferred observations by the inverse of their expected error. The linear interpolation and weighting procedure accommodate easily to missing observations where these occur between earlier and later observations. Cohort: B.

39 ANGLE, JOHN; STEIBER, STEVENS; WISSMANN, DAVID A. "Educational Indicators and Occupational Achievement." *Social Science Research* 9 (March 1980):60-75.

This paper uses surveys of young men and women 14-24 and examines whether 'highest grade completed' is a sufficient measure of education for use in models of occupational achievement. The data on which this paper are based are: approximate information on what subjects were taken, quality of education, degrees received, and number of years completed. The findings indicate that 'highest grade completed' adequately measures the impact of education on occupational achievement, though the other indicators slightly affect this outcome as well. Cohort: B G.

40 ANGLE, JOHN and WISSMANN, DAVID A. "Gender, College Major, and Earnings." *Sociology of Education* 54 (January 1981): 25-33.

This study tests the effect of a person's college major upon his or her hourly wage rate in order to see if the content learned in college explains the gap between the earnings of men and women. The results indicate that the direct effect of gender on the earnings of people with at least some college education is large and that controlling for field of study reduces the gap only slightly. In addition, the findings also show that young women's returns to a year of post-secondary education are higher than young men's, however, not enough to offset the negative effect of being female on earnings. Cohort: B G.

41 ANGLE, JOHN and WISSMANN, DAVID A. "Work Experience, Age, and Gender Discrimination." *Social Science Quarterly* 64,1 (March 1983): 60-75.

If work experience is measured by the formula age-schooling-six (five), it appears that returns in hourly wages to work experience are much larger for men than women. Most economists interpret this finding as the result of training and job experience. But if work experience is measured independently of age and schooling, young U.S. women and men have about the same rate of return to a full-time equivalent month of work experience. The gap between women's and men's wages increases because of age, not work experience. Young men are paid more as they age because of age; young women are not. Cohort: B G.

42 ANTEL, JOHN J. "Costly Employment Contract Renegotiation and the Labor Mobility of Young Men." *American Economic Review* 75,5 (December 1985): 976-991.

A model of job matching with costly post-hire negotiations is developed that is similar in some aspects to Hashimoto's (1981) model, but with particular relevance to the population of young workers only beginning their labor force participation. The model yields empirical implications concerning the role of wages in the determination of mobility that contrast to the implications of an otherwise similar zero negotiations cost model of job matching. The model focuses on the period immediately following hire when worker productivity is to a great extent governed by endowed capabilities rather than determined by learning on the job. The data consist of 709 observations derived from the NLS of Young Men. Job change behavior is tracked between the 1969 and 1970, and also the 1970 and 1971 contiguous surveys. The empirical results show that quits and permanent layoffs are different. The results tend to confirm the model of job matching with costly contract renegotiation. Cohort: B.

43 ANTEL, JOHN J. "Human Capital Investment Specialization and the Wage Effects of Voluntary Labor Mobility." *Review of Economics & Statistics* 68,3 (August 1986): 477-483.

Studies of voluntary labor mobility suggest that job search facilitates job change while specific training inhibits mobility. Moreover, given that specific skills cannot be transferred between jobs, and since both search and training are expensive, it is reasonable for workers to specialize in search or specific training on a particular job. Training on search specialization, however, suggests that estimation methods that treat the incidence of a quit as exogenous underestimate mobility effects on wages. Here, the endogenous dummy variable model of Heckman (1978) is estimated using data from the NLS of Young Men. The actual observations consist of 2,165 young white men not self-employed, out of full-time school, and reporting job histories and wages between the 1969-1970 and the 1970-1971 contiguous year interviews. The larger wage effects found via analysis result from simultaneous estimation but also reflect more accurate measurement of wage growth between jobs. Cohort: B.

44 ANTEL, JOHN J. "The Inter-Generational Transfer of Welfare Dependency." Working Paper, University of Houston, 1988.

This paper examines the questions of whether a mother's welfare receipt increases the future dependency of her children and whether the welfare system works to stimulate the dependency of future generations. Parameter estimates reported here suggest significant inter-generational effects. The sample is comprised of young women from the NLSY and their mothers. After controlling for observed and unobserved heterogeneity, a mother's welfare participation is found to stimulate her daughter's later months on welfare. Cohort: Y.

45 ANTEL, JOHN J. "Inter-Generational Transfer of Welfare Dependency: Program Effects on Future Welfare Recipiency." Final Report, Office of the Assistant Secretary for Planning and Evaluation, Department of Health and Human Services, 1986.

The report analyzes how parental welfare participation affects the fertility and schooling decisions of children in welfare families (fertility and low earning potential are prerequisites for welfare dependency). Data from the NLSY permitted observation of young women still living at home in the early panel years (1979-1980). Later panel years (1981-1983) permitted the researcher to follow these young women past the normal high school graduation age and determine whether or not they completed high school or had a child. Estimation of a statistical model of behavior indicated that there were no parental welfare participation effects on young girls' fertility or high school completion decisions. According to these estimates, welfare participation by the parents in a child's teenage years neither increases nor decreases the probability of high school graduation or early childbearing. Further evidence from future data collection waves may, of course, modify these findings. [NTIS PB86-161262-XAB] Cohort: Y.

46 ANTEL, JOHN J. "Interrelated Quits: An Empirical Analysis of the Utility Maximizing Mobility Hypothesis." *Review of Economics and Statistics* 70,1 (February 1988): 17-22.

It is demonstrated how the circumstances of quitting a previous job affect the probability of a later voluntary job change. In the theoretical section, a model of expected utility-maximizing job search and mobility is described. The argument is that workers who voluntarily change jobs but search only when employed are less likely to quit again. This implication can be tested without measuring job utility. The sample comprises 2,182 young white males, with the data derived from the NLS of Young Men. Job histories were recorded between the 1969 and 1970 or 1970 and 1971 annual surveys. Results suggest that wages negatively and significantly affect quitting; experience and education variables are generally negatively related to quitting. The results provide empirical support for a model of utility-maximizing voluntary mobility. Such optimizing behavior suggests that the method of previous job search is related to the probability of later quitting. [ABI/INFORM] Cohort: B.

47 ANTEL, JOHN J. "Job Change of Young Men." Ph.D. Dissertation, University of California - Los Angeles, 1983.

This paper examines the job changing behavior of young men in the time period immediately following graduation or completion of formal schooling. The paper comprises a theoretical model of quits and permanent layoffs along with empirical results using a sample of recent labor market starters derived from the NLS of Young Men. The discussion commences with a theoretical model of job matching. The model assumes that workers are endowed with firm-specific skills which vary in value with firm assignment and are imprecisely known to either worker or firm prior to some trial period on the job. These assumptions imply that workers must search, often while employed, to find their highest paying job. Further, since workers differ in their comparative advantage or job-specific abilities, firms must screen prospective employees prior to hire and then monitor worker productivity during the initial period of employment. Quits and layoffs follow as outcomes of these two simultaneous firms and worker learning processes; workers quit when they find a more lucrative job, and firms initiate layoffs when worker productivity is found far below initial expectations. In contrast to other models of job matching, transactions or negotiation costs influence quit and layoff decisions in our model. Mobility in the presence of transactions cost is distinguished from the zero transactions cost situation in two important respects. First, transactions costs imply that quits and layoffs are different. Much of the empirical work that follows is an attempt to document this difference. Second, with transactions costs, the welfare implications of job change are not, in general, positive as suggested by the zero transactions cost model of mobility. Transactions costs imply that mobility decisions are made on the basis of each decision-makers rent share rather than for the purpose of maximizing total job-match productivity. Thus, some quits and layoffs may imply an actual decline in productivity. The empirical implications of the job-matching model with negotiations costs were for the most part consistent with the data. Quits and layoffs were found to be different both in terms of how they are predicted by wages, and also distinguished with respect to how wages are affected by mobility. The results indicated that while quits are negatively related to the wage level, layoffs were not predicted at all by wages. Further, although we found only weak positive effects of quitting on wage growth, layoffs generally implied a significant decline in wages. Neither of these patterns of contrast between quits and layoffs could be accounted for by costless negotiation or zero transactions cost models of job-matching. Although results on the determination of quits and the wage growth experience of non-repeat job changers suggested a central role for wages in the explanation of turnover, other factors affected mobility decisions also. Firm size, demand shocks, union membership, and non-pecuniary aspects of job value all played some role in the explanation of job change. [UMI ADG8321952] Cohort: B.

48 ANTEL, JOHN J. "Mother's Welfare Dependency Effects on Daughter's Early Fertility and Fertility Out of Wedlock." Working Paper, University of Houston, 1988.

Parameter estimates suggest that a mother's welfare participation increases her daughter's early fertility and early fertility out of wedlock. Early fertility is defined as first birth before age twenty-one. Using data from the NLSY, mother's welfare participation and daughter's fertility are simultaneously modeled to avoid any bias derived from unobserved family-specific heterogeneity. While the welfare system affects a young girl's fertility predominately through the dependency of her mother, some small direct effect of state guarantee rates on illegitimate births is also indicated. Cohort: Y.

49 ANTOS, JOSEPH R. and CHANDLER, MARK D. "Sex Differences in Union Membership: The Impact of Occupation and Industry." 1977 Proceedings of the Business and Economic Statistics Section, American Statistical Association (1978):496-500.

Results confirm the hypothesis that the occupational and industrial distribution explains a significant portion of the male-female unionization gap. The role of the occupational distribution is largely independent of any variation in either human capital or the incidence of part-time work. A substantial part of the male-female unionization gap remains unexplained. Omitted variables undoubtedly account for a portion of the remaining differential. No measures of sex discrimination by unions or systematic male-female differences in tastes for unionization are available. An additional difficulty may be inadequate control for sex differences in the occupational distribution, due to the highly aggregated nature of our variables. In spite of these deficiencies, the explanatory power of occupation and industry is impressive. Cohort: B G.

50 ANTOS, JOSEPH R. and MELLOW, WESLEY. "The Youth Labor Market: A Dynamic Overview." Paper No. 11, Bureau of Labor Statistics, U.S. Department of Labor, 1979.

This study uses six years of data from the National Longitudinal Surveys of young males and females to investigate how young people adapt to the market place. A five component recursive model is sequentially estimated for each age from 18 through 27. The components are: education and labor force status, wage determination, turnover, unemployment duration, and wage growth. Evidence is found that competitive forces operate over the long run in the youth labor market. Productive capabilities are rewarded, and workers initially earning less (more) than their potential move up (down) the wage distribution. Job changing facilitates this equilibration, although turnover among females appears to be less purposeful than for males. We also find that deteriorating aggregate economic conditions severely disrupt the youth labor market, increasing unemployment and depressing wage growth. Cohort: B G.

51 APPELBAUM, EILEEN. *Back to Work: Determinants of Mature Women's Successful Reentry.* Boston: Auburn House, 1981.

This study demonstrates that the economic costs of an extended break are greater than for a shorter break in hourly earnings received, in increased earnings over time after return to work, and in prestige status. For women with extended breaks, the husband's approval is an important factor in job satisfaction; hourly earnings and social status on the job, but not husband's approval, are the explanatory variables that significantly affect job satisfaction of women with shorter breaks in paid work. The ability to make a re-entry is enhanced by choice of college major, by participation in post-school training programs, and by the characteristics of jobs held early in the career. By way of contrast to these effects of work withdrawal, the author analyzes the characteristics and consequences of part-time jobs, an alternative way in which work pressures can be reduced while avoiding the negative earnings and status consequences associated with a break in work attachment. Unfortunately, part-time work has negative consequences of its own. Part-time work is no panacea for resolving the dilemma of competing work/family demands. Cohort: W.

52 APPELBAUM, EILEEN. "Determinants of Early Labor Force Experience Among Young Women: The Role of Work-Related Attitudes." Mimeo, Philadelphia: Temple University, 1976.

Included in *Work Attitudes and Labor Market Experience: Evidence from the National Longitudinal Surveys*, by Paul J. Andrisani, et al., New York: Praeger Publications, 1978. Cohort: G.

53 APPELBAUM, EILEEN and KOPPEL, ROSS. "The Role of Work Commitment in the Occupational Attainment of Young Women." Presented: Bloomburg, PA, Eastern Economics Association Meeting, April 1976.

Included in *Work Attitudes and Labor Market Experience: Evidence from the National Longitudinal Surveys*, by Paul J. Andrisani, et al., New York: Praeger Publications, 1978. Cohort: G.

54 ARAJI, SHARON K. "Married White Women: Occupational Mobility and Earnings of Part-Time vs Full-Time Workers." *Humboldt Journal of Social Relations* 10,2 (Spring-Summer 1983): 61-89.

Hypotheses regarding the effect of white women's marital and family status, personal attributes, and job and family-related factors on their labor force participation, occupational mobility, and earnings are tested through a path analysis of data on 585 respondents to the NLS of Mature Women (1967, 1969, and 1971). Since the hypotheses are not strongly supported, it is suggested that a more profitable avenue of investigation might focus on factors in the occupational structure, e.g., overt or covert discrimination, opportunity, and power or proportional organizational structures. Contrary to expectations, part-time rather than full-time workers were more likely to experience occupational mobility and increased earnings over time, probably due to factors such as higher initial occupational status and education. The latter findings suggest a need to channel women into higher status occupations early in life, especially if they plan to combine employment and marriage. Cohort: W.

55 ARMSTRONG, TERRY R.; CHALUPSKY, ALBERT B.; MCLAUGHLIN, DONALD H.; DALLDORF, MARIE R. "Armed Services Vocational Aptitude Battery: Validation for Civilian Occupations." Final Report, Air Force Human Resources Laboratory, 1988.

The Armed Services Vocational Aptitude Battery (ASVAB) has been criticized as a high school vocational counseling tool since most validity data are based on criteria specific to military occupations. In an effort to overcome this criticism and encourage wider use of the ASVAB in high schools, this project validated Form 14 of the ASVAB on civilian occupations. When the Office of Management and Budget refused to allow the collection of performance criterion data from employers, the study was redesigned to use holding a job, rather than job performance, as the criterion. The ASVAB was administered to employees across the nation who had been holding a job in one of 12 different occupations that do not require a four year college degree. Usable scores were obtained from 1,328 individuals. Analyses of these data were supplemented by existing data from the NLSY and by examining validity data from military occupations that are highly similar to some of the 12 civilian occupations. Results indicate that the ASVAB was able to detect differences among the types of individuals who were members of different occupations. Four significant dimensions of between-occupation variation were identified, distinguishing six clusters among the 12 occupations. Auto and Shop Information (AS) played the most important role in occupational differentiation in this study; in six of the occupations, for example, it provided the highest mean subtest standard score; and it exhibited the most significant between-occupation variance. The difference between AS and Verbal scores was the most salient dimension of variation, both between genders and between occupations controlling for gender. Other analyses yielded information on the interaction of gender, skills, and occupations on the relations between age and ASVAB scores. Clemans' lambda was used to estimate the validity with which ASVAB skills predict occupational membership. Cohort: Y.

56 ASHENFELTER, ORLEY and CARD, DAVID. "Using Longitudinal Data to Estimate the Employment Effects of the Minimum Wage." Discussion Paper No.98, Centre for Labour Economics, London School of Economics, September 1981.

This paper investigates, using micro-economic data, the impact of the minimum wage law on employment in the covered sector of the economy. Specifically, the effect of changes in the minimum wage on movements of employees out of the covered sector is tested. In addition, the direction of these movements, whether into employment outside the covered sector or into withdrawal from the labor force or into unemployment is explored. Cohort: B G.

57 ASHENFELTER, ORLEY and OAXACA, RONALD L. "Secretary of Labor's Invitational Conference on the National Longitudinal Surveys of Young Men and Young Women." Report, Employment and Training Administration, U.S. Department of Labor, 1979.

The report summarizes the purpose and results of a conference on the NLS of Young Men and Young Women. The conference was held on March 29-30, 1979 in Tucson, Arizona. Six scholarly papers were prepared for the conference. These papers represented studies which illustrated how the NLS youth sample could be used to shed light on important youth labor market phenomenon. Cohort: B G.

58 ASHENFELTER, ORLEY and SOLON, GARY. "Longitudinal Labor Market Data: Sources, Uses, and Limitations." Washington, D.C.: Assessment of Labor Force Measurements for Policy Formulation, National Council on Employment Policy, 1982.

This study investigates the major sources of longitudinal data and their relative merits. This type of data has proven especially useful for three types of research: measurement and analysis of changes in individuals' status over time; analysis of intertemporal relationships; and analysis that must control for unobserved variables. These data have enabled other areas of research to be developed--which otherwise would have gone unnoticed. In addition, longitudinal data have increased research findings of previously unstable analytical assumptions. Cohort: B G M W Y.

59 AY, UNAL. "The Labor Force Attachment of American Youth." Ph.D. Dissertation, Pennsylvania State University, 1985.

The purpose of this study is to develop a model measuring the labor force attachment of American youth. Using data from the NLSY, the following two questions were addressed: (1) can acceptable models of labor force attachment be created from observed measures of youth commitment to work, willingness to engage in paid employment, and work experience? and (2) are models of labor force attachment of American youth appropriate for sex, race, and age groups? Two- and three-latent variable models of youth labor force attachment were developed through confirmatory factor analysis of observed measures. Results showed that both models fit the data fairly well, but measures of fit were higher in the three-latent-variable model. Measures of fit of the model to the data across the sex-age-race groups were about the same; that is, while some observed variables highly correlated with the same latent variable in all groups, there were some that were weakly correlated in all groups. The model with three latent variables did not fit the categories by race, because the T-matrix was not positive definite for whites. Cohort: Y.

60 BACHMAN, JERALD G. and OMALLEY, PATRICK M. "Yea-saying, Nay-saying, and Going to Extremes: Black-White Differences in Response Style." *Public Opinion Quarterly* 48,2 (Summer 1984): 491-509.

This study used data from 3 nationwide surveys of youth ranging from 15 to 23 years of age: Monitoring the Future Project: Design and Procedures by J.G. Bachman and L.D. Johnston (1978), High School and Beyond: A National Longitudinal Study for the 1980s by the National Opinion Research Center (1980), and the National Longitudinal Survey of Youth (NLSY) by the Center for Human Resource Research (1981). In all three studies, respondents completed Likert-type questionnaire items, and their responses revealed important racial differences: blacks were more likely than whites to use the extreme response categories, particularly the positive end of agree-disagree scales. Response style indices (agreement, disagreement, acquiescence, and extreme responding) displayed ranges of individual differences and cross-time stabilities comparable to commonly used personality measures. For both races, agreement tendencies were stronger among those in the south, especially in nonmetropolitan areas; however, controlling for geography did little to reduce overall black-white differences. Findings reveal potential pitfalls in dealing with racial differences in survey and personality measures and illustrate the need for caution in reporting and interpreting such differences. [(c)APA] Cohort: Y.

61 BAHR, STEPHEN J. "The Effects of Income and Age at Marriage on Marital Stability." Presented: American Sociological Association, 1977.

This research examines the effects of ethnic status, age at marriage, and family assets on marital stability. All three variables were found to significantly affect the chances of instability. The work of Bumpass and Sweet (1972) and Cutright (1971) was supported by the data showing that the effects of age at marriage on marital separation do not primarily reflect economic effects of early marriage. Likewise, it was suggested that the high rate of instability among blacks cannot be explained by their poorer economic status and rate of early marriage. Cohort: G.

62 BAHR, STEPHEN J. "The Effects of Income and Assets on Marital Instability: A Longitudinal Analysis." Provo, UT: Brigham Young University, 1977.

This study investigates the effects of income and assets on marital stability. The results show that total family assets, expected family income, and ethnic status significantly influence marital instability. For older couples, assets appear more important; whereas, expected family income had somewhat greater affect among younger couples. Being black and having few assets and a low expected income increased marital instability approximately six times. Cohort: G.

63 BAHR, STEPHEN J. "The Effects of Welfare on Marital Stability and Remarriage." *Journal of Marriage and the Family* 41 (August 1979):553-60.

This paper estimates welfare effects on marital dissolution and remarriage. The findings indicate that white women, receiving welfare, experience marriage dissolution more frequently than low-income women not receiving public assistance. This finding did not hold for black women. As the duration of marriage increases, the relationship between welfare and marital dissolution decreases. Among both black and white women with low incomes, non-AFDC recipients are three times more likely to remarry than AFDC recipients. However, the relationship between AFDC and remarriage decreases as age increases. Cohort: G.

64 BAHR, STEPHEN J. "Welfare and Marital Dissolution: A Reply." *Journal of Marriage & the Family* 43,2 (May 1981): 300-301.

This article responds to T.W. Draper's (see PA, Vol 67:03436) reanalysis of the NLS survey data that the present author (1979) used in his study. It is suggested that Draper's conclusions are questionable due to methodological limitations, and these limitations are identified and discussed. [(c)APA] Cohort: W.

65 BAHR, STEPHEN J. and DAY, RANDAL D. "Sex Role Attitudes, Female Employment, and Marital Satisfaction." *Journal of Comparative Family Studies* 9 (Spring 1978): 53-67.

Substantial increases in the proportion of married females in the labor force have occurred during the past 25 years. This has prompted family scholars to ask whether or not the employment of the wife might affect marital satisfaction. Although this question has been examined by a number of scholars, research on this topic needs to be extended in at least two ways. First, sex role attitudes of husband and wife would appear to be important but have not been examined thoroughly. Second, other variables known to be associated with female employment have not been adequately controlled. The purpose of this paper is to examine with appropriate controls the effects of sex role attitudes and the wife's employment status on marital satisfaction. Cohort: G W.

66 BAHR, STEPHEN J. and GALLIGAN, RICHARD J. "Teenage Marriage and Marital Stability." *Youth and Society* 15,4 (June 1984): 387-400.

This longitudinal study hypothesized that level of education and length of unemployment are intervening variables between divorce and age at marriage. This hypothesis was based on the notion that a low level of education and an increased probability of unemployment are consequences of early marriage that affect the rate of divorce. The data utilized were from the Young Men's cohort of the NLS. Findings indicated that those who married at a later age, who had more education, and who did not experience unemployment were more likely to remain in a stable marriage. These three independent variables accounted for approximately 15 percent of the variance in marital stability, thereby supporting the hypothesis. The data suggested that public policies supporting education and employment of young married people may reduce some of the economic stress that contributes to divorce. Cohort: B.

67 BAHR, STEPHEN J. and LEIGH, GEOFFREY K. "Family Size, Intelligence, and Expected Education." *Journal of Marriage and the Family* 40 (May 1978):331-35.

In this paper the relationships between family size, intelligence, and expected education were examined. After other relevant variables were controlled, family size had a negligible association with intelligence and expected education. Existing research which shows that children from large families are less intelligent than children from small families may have resulted from inadequate controls for other relevant variables. The strongest and most consistent predictor of intelligence was educational encouragement, while the best predictors of expected education were educational encouragement and intelligence. Cohort: B G.

68 BAILEY, ADRIAN. "A Longitudinal Analysis of the Migration of Young Adults in the United States." Ph.D. Dissertation, Indiana University, 1989.

This research is an investigation of the migration of young adults in an explicitly longitudinal context. Research on migration has traditionally centered on identifying the reasons why people move. That approach is enlarged in this research by shifting the emphasis to investigations of why individuals remain at particular locations for greater or lesser intervals of residence. The emphasis on duration of residence allows for the investigation of a wider range of hypotheses about migration but makes it necessary to use longitudinal information to test these hypotheses. The primary objective of the research was to develop a longitudinal model of migration. This was achieved by using an extension of random utility theory to the longitudinal context. An attempt was made to specify the complete set of factors which had been suggested by largely cross-sectional job search and human capital studies as important controls on the length of the residential sojourn. The conceptual model incorporates four such sources of population heterogeneity: employment factors, mobility constraints, lifecycle factors, and the acquisition of human capital. The model is constructed to emphasize the role of migration history for influencing the duration of the sojourn through these sources of population heterogeneity. A survival analysis suggested that the systematic variation that was present in the distribution of sojourn lengths was linked to migration history. A further set of research hypotheses confirmed the relevance of employment and human capital controls on the length of the sojourn. Parameter estimates obtained from a proportional hazards model suggested that unemployment and previous migration history were most strongly associated with shorter sojourns, and experience in the current labor market with longer sojourns and reduced mobility. The research concludes with a summary of the findings and a discussion of the usefulness of longitudinal methods and models for the analysis of time-space problems. Cohort: Y.

69 BAKER, NANCY ROUX TEPPEN. "American Indian Women in an Urban Setting." Ph.D. Dissertation, The Ohio State University, 1982.

Educational, marital and family backgrounds, employment history, current activities and assets were examined to determine how well Indian women in urban settings had accommodated themselves to this environment. Comparisons were made with non-Indian urban women from the NLS. The sample (fifty women from thirteen states representing eighteen tribes), living in an Ohio industrial SMSA, was also questioned about knowledge of and participation in their Indian cultures. Comparisons with non-Indians showed significant differences--the Indian women were less well educated, held lower status jobs with less pay, and came from larger families where parents had less education and lower socioeconomic statuses. The Indian women themselves had more children and marriages and poorer health. They were generally unskilled and more frequently worked full-time (when health permitted) or held second jobs than non-Indians. Racial discrimination was reported more frequently against Indians; more incidents of age or sex discrimination were not apparent. Comparisons among Indian women, based on childhood geographic areas, indicated that regional historic and political differences were important in retention of traditional heritages. With the Mississippi River as boundary, the eastern group, mostly from southeastern rural areas, was predominantly Cherokee and Lumbee. They had less education, fared less well economically, spoke no Indian languages, and knew less about their history and culture than westerners. All women were Christian with two belonging to the syncretic Native American Church. Easterners were generally Evangelical Fundamentalists while most westerners belonged to mainstream churches. These urban Indian women were not involved in pan-Indian movements; few evidenced interest or knowledge of backgrounds beyond pride in their heritage. A third were reservation-born; only three lived there beyond age 15. The women lived wherever low-cost housing was available; no specifically Indian neighborhoods existed. The Indian Center combined features of social service agencies and gathering place. Eastern families had come to the city for jobs; western women had married men from the area. Although some want to eventually return to home bases to be with other Indians or to help their people, most find the comforts and advantages of city life to their liking and would prefer to remain. Cohort: W.

70 BAKER, PAULA. "Pathways to the Future, Volume IV: A Report on the National Longitudinal Surveys of Youth Labor Market Experience in 1983." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1984.

The fourth wave of data from the NLSY is analyzed. The nature and consequences of high school employment,the effectiveness of job search and job finding methods among young people, the relationship of race to employment and educational attainment, the long-term effects of participation in government-sponsored employment and training programs, and the determinants and consequences of dropping out of high school in an overeducated society are investigated. A longitudinal study of reservation wages, duration of job search and subsequent wages is presented, based on an empirical econometric analysis. Cohort: Y.

71 BAKER, PAULA. "Pathways to the Future, Volume V: A Report on the National Longitudinal Surveys of Youth Labor Market Experience in 1983." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

This report describes the work experience of the nationally-representative sample of 12,000 Americans who were age 14-21 when first interviewed in 1979 and who have been surveyed annually since then. Chapter One evaluates outcomes for post-school participants in government employment and training programs with special attention given to selectivity bias. Chapter Two describes early labor market differentiation among terminal high school graduates. Chapter Three analyzes business cycle effects on college enrollment behavior. Chapter Four provides a descriptive analysis of welfare patterns among young mothers, and Chapter Five discusses the effect of demographic factors on schooling and entry wages. Cohort: Y.

72 BAKER, PAULA; D'AMICO, RONALD; NESTEL, GILBERT. "Measuring Time Use: A Comparison of Alternate Research Strategies." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

Alternate methods of measuring time use were assessed using data from the 1980 NLSY pretest, administered to 223 youth ages 15 to 22 in four U.S. cities. The time diary, which elicited detailed time use information from the day preceding the interview date, was compared with a series of stylized questions asking for estimates of time spent on selected activities in the last seven days. Well-suited to gathering information on a comprehensive range of time use patterns, the diary's sensitivity to day to day fluctuations and to sporadic events makes it less desirable as an adjunct to the investigation of specific activities at the individual level. The 7-day retrospective appears to better represent usual time allocation, particularly activities that occur regularly or during infrequent blocks of time during the day. The diary generates reliable aggregate time use estimates while the 7-day approach offers a viable alternative for micro-level research. Cohort: Y.

73 BAKTARI, PAUL. "Job Competition versus Wage Competition: An Analysis of Competing Models." Ph.D. Dissertation, West Virginia University, 1980.

In the 1970s, job opportunities and occupational attainment for individuals leaving school underwent an unprecedented downturn. The underlying factors which led to the deterioration of employment opportunities for high school and college graduates were due partly to some exogenous changes in the supply and demand for educated workers. As a result, during the 1970s, the increase in the supply of college-trained workers was not matched by a similar increase in demand. Among the competing models which are used to explain labor market behavior, the wage-competition and the queuing models predict different results under a changing labor market equilibrium. The former model is based on the neoclassical theory of wages and is similar to the type of model used by Freeman in evaluating the returns to schooling. The job-competition model is concerned with the relative position of individuals in the labor queue and is used by Thurow. Under the wage-competition model, a relative increase in the supply of a given educational group will reduce their average wages through internal competition, but it does not necessarily affect the wages of other groups. Thurow's model predicts the same type of increase in supply will create a bumping effect, and some individuals may move down to lower paying jobs. However, the average for those remaining in their own job market should not necessarily fall. To test the predictions of the two models, young white males 14 to 24 years old with different educational backgrounds were selected from the NLS during their first year of entry to the labor market covering the decade from 1966 to 1976. Regressions were run on wages and occupational status; logit was used for analysis of employment status. The finding partially supported both of the labor market models, thus demonstrating the value of using queue theory in conjunction with neoclassical theory in studies on the labor market. The results indicated that for high school and college graduates, the relative changes in supplies increased competition both within and between these groups. However, to the extent that changes in supply were caused by the size of the baby boom cohort, implications for investment in education for future cohorts are unclear. Cohort: B.

74 BAKTARI, PAUL and GRASSO, JOHN T. "An Empirical Study of New High School and College Graduates' Wages Using Alternative Labor Market Models." *Review of Higher Education* 8,3 (Spring 1985): 193-220.

This study employs data on white males from the National Longitudinal Surveys (Young Men) for 1966 through 1976. Alternative models are used to explore changes in the returns to college education. Predictions of both neoclassical theory and a job competition, or labor market queue, model were moderately supported by the data, as wages of new graduates appeared to be sensitive to: (1) the number of similarly educated young workers; and (2) the relative position of the educational group in the labor market hiring queue. Implications of the demographic effects on returns, in addition to the effect of the demand for labor and the effect of productivity on labor, are discussed. Cohort: B.

75 BALLEN, JOHN and FREEMAN, RICHARD B. "Transitions Between Employment and Nonemployment." Presented: Cambridge, MA, Conference on Inner City Black Youth Unemployment, August 1983.

Data from both the NLS and NBER-Mathematica Survey of Inner City Black Youths are used to analyze patterns of movement to and from employment of out-of-school youths. The major finding is that the increase in employment with age for blacks, particularly high school dropouts, is quite small early in the work life. The authors trace the problem to a relatively low transition from nonemployment to employment rather than a high transition from employment to nonemployment. It is found that the transition probability from nonemployment to employment is adversely affected for inner city black youths by the incidence of nonemployment not only because many have shorter spells of employment and longer spells of nonemployment, but also due to the large number of inner city youth who are never employed. Also, it appears that those youths have higher employment-nonemployment transitions and do not experience the same positive duration dependence in that transition as do other youths. All told, the evidence suggests that for inner city black youths, high nonemployment is likely to extract a significant cost in the future because the dynamics of their transition to work is notably worse than those for other groups of youths. Cohort: Y.

76 BAMBA, HIROYA. "Black Americans and Poverty: Role of Education and Racial Discrimination in the Vicious Circle of Poverty." *Doshisha American Studies* 15 (March 1979): 29-46. Article is in Japanese.

77 BAMBA, HIROYA. "Human Resources Micro Data of the United States of America (The National Longitudinal Surveys) and a Package for Using Magnetic Tape Data." *Doshisha American Studies*, Supplement 4 (December 1979). Article is in Japanese.

78 BAMBA, HIROYA. "Relationship Between the Structure of the Labor Market and Demand for Education by Young Black and White Males." Ph.D. Dissertation, University of Massachusetts, 1977.

The difference in educational attainment between young black and white males is largely due to the difference in the returns from education between them. The maintained hypotheses of this study are: (1) there exists a low educational-level trap against young black males at one-to-three years of college education where the present value of marginal returns from additional education is negative; (2) young black males who are intellectually as capable as young white males are discouraged from attaining beyond four years of high school education because of the trap; (3) their educational attainment does not increase even when their family income increases until it reaches a certain high level; (4) differences in taste and preferences for education between black and white males varies by the local labor market. Cohort: B.

79 BAMBA, HIROYA. "Women and Labor: Rise in the Labor Force Participation Rate of Women in Post-War America." *Doshisha American Studies* 16 (1980). Article is in Japanese.

80 BARNES, GARY T.; ERICKSON, EDWARD W.; HILL, JR., G. WATTS; JOHNSON, THOMAS; et alia. "Extension of the College-Going/College-Choice Model to the NLS Class of 1971 Data." Final Report, U.S. Department of Health, Education and Welfare, 1975.

This report is the culmination of an intensive feasibility study intended to determine whether the data being generated by the National Longitudinal Survey can be used as the basis for econometric estimation of the systematic effects of those factors which affect the college-going and college-choice decisions of young persons. The econometric model used was an extension of the College-Going/College-Choice Model first developed in Direct Aid to Students: A Radical Structural Reform (HEW-OS-71- 134). The estimation procedure utilized was the statistical package developed by Marc Nerlove and S. James Press in Univariate and Multivariate Log-Linear and Logistic Models (Santa Monica: RAND, R-1306- EDA/NIH, 1973). In the analysis, a multi-stage decision process was examined and variables which were expected to affect the college-going and college-choice decisions were considered; i.e., economic, demographic, educational and institutional proximity or supply variables. Cohort: B G.

81 BARTEL, ANN P. "The Migration Decision: What Role Does Job Mobility Play?" *American Economic Review* 69 (December 1979):775-86.

This paper argues that one must take account of the relationship between job mobility and migration when studying the determinants and consequences of the decision to migrate. The results indicate that there are three distinctly different types of geographic moves (associated with either a quit, layoff, or transfer) and an analysis that ignores this distinction can often lead to misleading conclusions about the role of such variables as the wage, the wife's labor force participation, the presence of school children and the length of residence in the migration process. Cohort: B M.

82 BARTEL, ANN P. "Race Differences in Job Satisfaction: A Reappraisal." *Journal of Human Resources* 16 (Spring 1981):294-303.

This article has shown that the blacks in the NLS Older Men sample were significantly more satisfied with their jobs in 1966, 1969, and 1971 than whites with similar personal, job and location characteristics. While blacks do earn lower full wages than whites and should therefore be less satisfied, discrimination may have also caused blacks to be satisfied with less. In the case of older men, this direct effect of race on job satisfaction dominates and becomes increasingly important over time. For other cohorts, the available evidence is also consistent with greater impact of the effect over time. Cohort: M.

83 BARTEL, ANN P. "Wages, Nonwage Job Characteristics, and Labor Mobility." *Industrial and Labor Relations Review* 35 (July 1982):578-589.

This paper examines the effects of a set of nonwage job characteristics on the quit decisions of young and middle-aged men. The data set was constructed by merging data in the NLS of Young and Older Men with data from the Dictionary of Occupational Titles file and the Bureau of Economic Analysis file on fringe benefits. The empirical analysis shows that some nonwage job attributes have significant influence on worker quit behavior and that there are important differences in the effects of the nonwage job characteristics across age groups. Young men are significantly more likely than older men to quit repetitive jobs, for example, whereas the presence of bad working conditions is a more important factor in the quit decision of the older cohort. The results also indicate that, for the older men, fringe benefits have a stronger effect on quit decisions than wages do. Further evidence on age differences is provided through an analysis of panel data from the Quality of Employment Survey. Cohort: B M.

84 BARTEL, ANN P. and BORJAS, GEORGE J. "Wage Growth and Job Turnover: An Empirical Analysis." In: *Studies in Labor Markets*, Sherwin Rosen, ed., Chicago: University of Chicago Press, 1981.

The authors focus on documenting how labor turnover systematically affects the rate of growth in wages both across jobs and within the job. The working hypothesis is to interpret wage growth to be the result of human capital investments, both general and specific to the job. The authors interpret wage growth across jobs as being due to changes in the individual's human capital stock resulting from "mobility" investments (e.g. search) and losses of specific training incurred when job separation takes place. Cohort: B M.

85 BARTLETT, ROBIN L. and CALLAHAN, CHARLES. "Racial Pay Disparities Among Older Men." *Northern Social Science Review* (Spring 1984):58-71.

Using data from the NLS of Older Men in 1966, 1975, and 1976, a sample of 338 black and 752 white men were studied to determine the degree of racial discrimination in wage determination. Human capital, geographic and personal characteristic variables were found to be important determinants of wages for black and white older men. Besides education and job tenure being significant determinants of black wages, part time work status, specific vocational training, and number of dependents appear significant. Father's occupation and residence at age 15 are two variables that seem to be significant and measure more subtle aspects of human capital investment for white wages. Southern location is a significant explanatory variable for both populations. The findings suggest that the proportion of the residual in previously estimated wage equations attributed to racial discrimination may be slightly overstated. Cohort: M.

86 BARTLETT, ROBIN L. and CALLAHAN, CHARLES. "Wage Determination and Marital Status: Another Look." *Industrial Relations* (Winter 1984):90-96.

Analysis of the effect of marital status upon the hourly wage rates of older white males shows that human capital variables explain a great deal of the wages of married men, and work status and location variables explain the wages of other white men. Significant differences were not found, however, among the three models estimated. Findings indicate the observed wage differential between married and unattached males seems to result from role specialization or perceived need, or both. Remarried men appear to be more motivated or are perceived as needier than married men. Almost all of the wage differential between married men and continuously single men results from occupational and industrial distribution differences. It remains to be determined whether single men earn less because they choose to enter lower paid occupations, or because they are denied access to certain occupations on the basis of their marital status. Cohort: M.

87 BECK, RUBYE W. and BECK, SCOTT H. "The Incidence of Extended Households among Middle-aged Black and White Women: Estimates from a 15-Year Panel Study." *Journal of Family Issues* (Forthcoming).

In this descriptive analysis, data from the NLS of Mature Women are used to compare cross-section and fifteen-year estimates of the incidence of various types of extended households. Data on black and white women are analyzed separately and the estimates for proportion of middle-aged women living in extended households are presented by marital status. Results show large differences between single-year and fifteen-year estimates of the incidence of extension. Overall, between one-fourth and one-third of white middle-aged women lived in extended households for some time over the fifteen year period and approximately two-thirds of black women experienced this household form for at least part of their middle years. The authors conclude that, contrary to popular and academic perceptions, extended families are a relatively common form of living arrangements for adults in this country, if only for short periods of time. This may be one indicator of the prevalence of the modified-extended family as a family form in the United States. Cohort: W.

88 BECK, SCOTT H. "Adjustment to and Satisfaction with Retirement." *Journal of Gerontology* 37 (1982):616-624.

Research over the past 30 years concerning the effect of retirement on personal adjustment has resulted in conflicting findings. Some studies reported a negative effect for retirement; others showed no effect at all. This study tested the net effect of retirement on happiness with life and analyzed an evaluation of retirement item in order to discern specific factors that cause lower satisfaction with retirement. Logistic multiple regression and ordinary least squares regression were used in the analysis. The main findings are as follows: (1) although a negative bivariate relationship exists between retirement and happiness with life, retirement has no significant net effect; (2) health factors, recent widowhood, and income have the greatest impact on happiness with life; and (3) poor health, lower income, and earlier-than-expected retirement are the main determinants of negative evaluations of retirement. Cohort: M.

89 BECK, SCOTT H. "Determinants of Labor Force Activity Among Retired Men." *Research on Aging* 7,2 (June 1985): 251-280.

Data from the NLS of Older Men for 1966 to 1981 were used to identify factors affecting labor force participation after retirement. Factors included in the analysis were social and demographic characteristics and mediating variables such as retirement benefits, attitudes toward work and retirement, and health status. Three retirement patterns were identified: complete retirement, partial retirement, and rejection of retirement. Over two-thirds of the sample were fully retired; about 20 percent were partially retired; and about 10 percent returned to full-time work. The models used in the logistic multiple regression analysis predicted rejection of retirement fairly successfully but were not as useful in predicting partial retirement. Retirement income and health were the most important factors influencing work after retirement. Disabilities or poor health forced a substantial minority of men to remain completely retired, while very low retirement benefits forced some retired to work full-time or part-time. The propensity to work after retirement varied somewhat by occupational groups, but these differences were not large and generally were explained by other factors related to occupation, such as the institutional arrangements of work and the unemployment rate in the local labor market. Attitudes toward work were reasonably important determinants of labor force participation but were less significant than the constraints of poor health and low retirement income. [AgeLine] Cohort: M.

90 BECK, SCOTT H. "Differences in Expected and Actual Retirement Age Among Older Men." Ph.D. Dissertation, University of Florida, 1981.

This study of retirement analyzes the discrepancy between the expected age and the actual age of retirement. The model combines Atchley's (1979) general model of the retirement process with the approach of attitude-behavior theory. Three general factors are hypothesized to determine both the expected age and actual age. The factors are: (1) constraint factors, (2) job-related factors, and (3) social and psychological factors. A secondary hypothesis concerns adjustment to retirement. It is hypothesized that discrepancies between the actual and expected age of retirement, especially earlier-than- expected retirement, will lead to less successful adjustment to retirement. A low correlation was found between the expected age and actual age of retirement. In the analysis of the discrepancy between the expected and actual age, mandatory retirement policies, eligibility for a pension and higher assets reduced the negative difference between the actual and expected age, while the existence of a work related health limitation and high commitment to work increased the negative discrepancy. With respect to retirement satisfaction, earlier-than-expected retirement led to lower satisfaction with retirement. Cohort: M.

91 BECK, SCOTT H. "Mobility from Pre-Retirement to Post-Retirement Job." *Sociological Quarterly* 27,4 (December 1986): 515-531.

While the normative pattern of retirement is complete cessation of labor force activity, about one-third of men work during their retirement. This research focuses on such "working retirees" by investigating the prevalence and patterns of occupational mobility from pre- to post-retirement job, as well as the impact that institutional constraints on (re)employment in later life may have on the chances of occupational mobility. Using data from the NLS Older Men's cohort, a sample of working retirees was extracted from men who retired between 1967 and 1978. Results showed a substantial amount of occupational mobility among the working retired. The structure of mobility was found to be similar to younger labor force participants in that most mobility consists of moves to adjacent occupational categories. Unlike career mobility of non-retired workers, however, the large majority of moves constituted downward mobility. Using the economic segmentation perspective, log-linear and logistic regression analyses indicated that working retirees whose pre-retirement jobs were in the core sector were more likely to experience occupational mobility. As a more specific indicator of bureaucratic control of the labor force, industry-level pension coverage rates were used in the logistic regressions and higher rates of pension coverage were found to result in a greater likelihood of mobility. These results indicate that the considerable occupational mobility experienced by working-retirees is partially the result of structural constraints on the employment of older men. Cohort: M.

92 BECK, SCOTT H. "Position in the Economic Structure and Unexpected Retirement." *Research on Aging* 5 (June 1983):197-216.

While some workers retire when and how they planned, others leave the labor force unexpectedly and unprepared for retirement. The purpose of this research was to investigate whether certain indicators of position in the economic structure affect the probability of leaving the labor force when planned. The results of the logistic multiple regression analysis revealed that all three indicators of economic position, occupational status, industrial sector and self-employment, had significant net effects on the dichotomous dependent variable, expected/unexpected retirement. These effects were mediated, to varying degrees, by pension coverage and health status, the former increasing the chances of retiring when planned, the latter decreasing the probability of retiring when planned. Cohort: M.

93 BECK, SCOTT H. "Retirement Preparation Programs: Differentials in Opportunity and Use." *Journal of Gerontology* 39,5 (September 1984):596-602.

Two issues rarely addressed in the retirement planning field are: (1) the proportion of older workers who participate, or have the opportunity to participate, in retirement preparation programs; and (2) socioeconomic differentials in access to such programs. Data from the NLS of Older Men were used to investigate these two issues. The data indicate that fewer than 4 percent of this sample of men aged 60-74 in 1981 had participated in a retirement preparation program. Logistic multiple regression analysis indicated that occupational status, government employment and private pension coverage were positively related to the likelihood of participation as well as the likelihood of opportunity to participate. Conclusions from this analysis are: (1) very few older workers ever participate in retirement preparation programs; and (2) those who would seem to benefit most from preparation programs, low status and low income workers, are the least likely to have access to these programs. Cohort: M.

94 BECK, SCOTT H. "The Role of Other Family Members in Intergenerational Occupational Mobility." *Sociological Quarterly* 24 (Spring 1983):273-285.

The concept of "occupational origin" has traditionally been measured by father's occupation only, especially in studies of occupational mobility. The purpose of this study is to investigate whether the occupations of other family members are additional components of men's occupational origins. Using data from the NLS of Older Men, the traditional father-son mobility table was expanded to include paternal grandfathers' occupations and mothers' occupations. Log-linear analyses of these expanded mobility tables showed that paternal grandfathers' and mothers' occupations have significant associations with sons' occupations, controlling for level of fathers' occupations. The association between grandfathers' and sons' occupations is stronger than that between mothers' and sons' occupations. It was concluded that, while father's occupation is the main component, it does not fully capture the impact of occupational origin. Consequently, intergenerational mobility may be less frequent than is indicated in traditional father-son mobility analyses. Cohort: M.

95 BECK, SCOTT H. and BECK, RUBYE W. "The Formation of Extended Households During Middle Age." *Journal of Marriage and the Family* 46,2 (May 1984): 277-287.

Data from the 1966 through 1976 National Longitudinal Surveys of middle-aged and older men were used to estimate the proportion of middle-aged couples forming extended households. Results of the combined longitudinal record over 10 years were compared with cross-sectional estimates of extended households based on the 1966 survey. For both blacks and whites, about 7 percent had one or more parents (or parents-in-law) in the household in 1966, compared with about 11 percent over the 10-year period. The proportion of blacks living in three-generation households or with grandchildren or other non-nuclear kin was substantially higher than the proportion of whites. In almost all cases, estimates of extended households made using the longitudinal data were about double those based on cross-sectional data. It is estimated that for the 20-year period of middle age about 25 percent of white couples and over 50 percent of black couples would have formed extended households; these extended households underline the continued existence of strong family networks in modern society. Implications of the findings for research are discussed. [AgeLine] Cohort: M.

96 BECK, SCOTT H. and PAGE, JOE W. "Involvement in Activities and the Psychological Well-Being of Retired Men." *Activities, Adaptation, & Aging* 11,1 (1988): 31-47.

This research represents a partial test of the activity theory of aging. The data used are from the NLS of Older Men and the Bradburn Affect Balance Scale and its subscales of Positive and Negative Affect were employed as dependent variables while participation in ten types of activities were used as the primary independent variables. The central hypothesis that more involvement in activities results in higher levels of psychological well-being was supported in the cases of Positive Affect and Affect Balance. However, involvement in activities exerted trivial effects on Negative Affect and other hypotheses based on activity theory were not supported. Cohort: M.

97 BECKER, BRIAN E. and HILLS, STEPHEN M. "The Long-Run Effects of Job Changes and Unemployment Among Male Teenagers." *Journal of Human Resources* 17,2 (Spring 1983): 197-212.

Drawing on the Young Men's cohort of the National Longitudinal Surveys, we examine the long-run effects of teenage labor market experience on subsequent adult wages. Our study expands on earlier work by considering the effects of both unemployment and job mobility during the period of transition from school to work. We conclude that the net effect of job-switching during the teen years is a positive one for both blacks and whites. Furthermore, we find that the "scarring" effects of teen unemployment are overstated and that short periods of unemployment are associated with higher average wages some 8-10 years later. Finally, the net effect of teenage labor market experience on subsequent wages is positive for both races, though more so for blacks. The black teen labor market experience actually serves to narrow the subsequent black/ white wage differential. Cohort: B.

98 BECKER, BRIAN E. and HILLS, STEPHEN M. "Teenage Locus of Control and Adult Employment." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1979.

This study examines the relationship between locus of control and subsequent unemployment experience for a national probability sample of teenagers. Using multiple regression analysis to control for a variety of individual differences, the influence of "internal-external" attitudes held as a teenager on subsequent unemployment experience in the adult labor market is determined. The results support the notion that "external" teenagers can be expected to experience longer periods of unemployment in the future relative to "internals". In addition, though not entirely conclusive, there is evidence that I-E is an important determinant of black-white unemployment differentials. Cohort: B.

99 BECKER, BRIAN E. and HILLS, STEPHEN M. "Teenage Unemployment: Some Evidence of the Long-Run Effects on Wages." *Journal of Human Resources* 15 (Summer 1980):354-72.

While the issue of teenage unemployment has received a great deal of attention by policy-makers and the popular press, there is little systematic research on the long-run effects of this experience. This study attempts to address this question by examining the influence of teenage unemployment on subsequent wage rates. The study finds that for the average out-of-school youth, teenage unemployment has little effect on the wages earned as a young adult eight years later. In general, the experience is a positive one for white and black youth, though more so for the former. While extended teen unemployment diminishes these benefits for both races, only black youth suffer a drop in subsequent wages. There is indirect evidence that government training programs offset part of the effect of long-term teenage unemployment. Cohort: B.

100 BECKER, BRIAN E. and HILLS, STEPHEN M. "Youth Attitudes and Adult Labor Market Activity." *Industrial Relations* 20 (Winter 1981):60-70.

In this article, the authors focus on a widely used attitudinal construct--locus of control--to examine the role of personal motivation and initiative in the labor market experiences of young men. The objectives are to estimate the influence of locus of control on subsequent employment and nonemployment experience and, where such a relationship is established, to extend the results to the issue of the extent to which racial differences in teenage work attitudes are predictive of subsequent racial differences in unemployment. Specifically, the authors examine the nature of relationships between internal-external control measured in the first years of labor market experience (17-20 years old) and subsequent labor market experience during the initial years in the adult labor market seven years later. Cohort: B.

101 BECKER, BRIAN E. and KRZYSTOFIAK, FRANK J. "The Influence of Labor Market Discrimination on Locus of Control." *Journal of Vocational Behavior* 21 (1982):60-70.

Prior research has established the existence of racial differences in locus of control as well as a relationship between labor market experience and locus of control. This study extends this line of inquiry by examining the relationship between labor market discrimination and subsequent change in locus of control. Drawing on a national probability sample (N = 2857) of young men, multiple regression analysis was used to estimate the effect of labor market discrimination (over a 2-year period) on subsequent locus of control. The results indicate that perceptions of employment discrimination influence the level of externality among blacks, over and above racial identification. Blacks who view themselves as victims of employment discrimination experience twice the increase in externality as blacks reporting no awareness of discrimination. Cohort: B.

102 BECKER, BRIAN E. and KRZYSTOFIAK, FRANK J. "Perceived Discrimination, Work Attitudes, and Labor Market Experience." Report, Employment and Training Administration, U.S. Department of Labor, 1980.

The study examines the process by which labor market discrimination influences work attitudes and in turn labor market outcomes. Using the NLS of Young Men, a two equation model is developed to estimate both the direct effect and perceived discrimination on labor market experience as well as the indirect effect on such experience via the influence of these perceptions on work attitudes (locus of control). The results suggest no direct effects of perceived discrimination on wages, employment levels or employment stability. Young blacks who perceived themselves as victims of racial discrimination, however, developed significantly more deleterious work attitudes and as a result earned slightly (3%) lower wages. Cohort: B.

103 BELL, PATRICIA A. and WILLIAMS, SARA ROBINSON. "Black Women's Participation in the Labor Force." *Free Inquiry in Creative Sociology* 9,2 (November 1981): 159-161.

The occupational aspirations and work commitment of black women are examined, on the assumption that other factors than economic need may be relevant to their labor force activity. Data from a 1972 sample of 1,500 black females taken from the NLS are used to examine this effect. Of the variables considered, those with significant effects on occupational aspiration are educational aspiration, marital-career conflict, and mother's occupation. The factors of employment status, attitude toward wives' working, marital status, and mother's education do not have significant effects. Factors affecting work commitment include mother's occupation, marital-career conflict, employment status, and marital status. Evidence suggests that marriage and family concerns take precedence over work concerns for these women. Cohort: G.

104 BENHAM, HARRY C. "Union-Nonunion Wage Differentials Revisited." *Journal of Labor Research* 8,4 (Fall 1987): 369-383.

An attempt is made to develop union-nonunion wage differential estimates that separate the issue of a union productivity differential from the issue of union exercise of monopoly power. A multiple-indicator model is proposed in which education, experience, job tenure, and wages are determined by workers' productivity and ability. Estimates of union-nonunion wage differentials obtained using this model are compared with estimates obtained using standard methods. The data are from the Young Men cohort of the NLS. The results suggest that the simpler standard techniques underestimate the monopoly power of unions, while the more elaborate conventional techniques tend to overcorrect for labor quality differences and overestimate the differentials. [ABI/INFORM] Cohort: B.

105 BENNER, CAROL A. "Differences in the Labor Force Statistics between the Current Population Survey and the National Longitudinal Surveys." Unpublished Manuscript prepared for the U.S. Census Bureau, Demographic Surveys Division, N.D.

The author seeks common ground between the CPS and the NLS in order to examine differences in the statistics derived from them. Age and sex of the respondent, timing of the interviewing technique, and statistical adjustment are some of the variables considered in comparing the two surveys. It is determined that the differences contained in the surveys are due in part to the adjustments of the CPS data as well as to the fact that the NLS does not re-weight its sample after the first year of the survey. However, the author does concede that the two surveys are not only different methodologically, but directionally as well, and therefore not expected to show identical results. Cohort: B G M W.

106 BENNER, CAROL A. "Longitudinal Surveys as a Source of Migration Data." Unpublished Manuscript prepared for the U.S. Census Bureau, Demographic Surveys Division, 1970.

The NLS as a whole, and particularly the Young Women's cohort, is found to provide thorough and current migration data. One possible fault is that intra-SMSA moves are not considered migration, and that the details of these moves are not asked for in the interviews. Analysis of thirteen individual migrators are included, as are copies of all interview questions relating to migration. Cohort: G.

107 BENNER, CAROL A. "Preparing Interviewers' Training Materials: An Evaluation of New Materials Used on the 1971 Survey of Work Experience of Young Women." U.S. Department of Commerce, Bureau of the Census, N.D.

The author evaluates the new style materials which show the new materials to be successful due to the interviewers' opinions obtained on evaluation forms. Twice as many interviewers found the new materials were "much better" as compared to those who rated them "a little better" than the old materials. The basic principles of brevity, direct language, personalized language and good formatting techniques, should be applied to all materials read by interviewers. As a result, interviewers may be able to better understand survey content and procedures. Cohort: G.

108 BERES, MARY E. and PORTWOOD, JAMES D. "Explaining Cultural Differences in the Perceived Role of Work: An Intranational Cross Cultural Study." In: *Organizational Functioning in a Cross Cultural Perspective*, G.W. England, et al., eds., Kent, Oh: Kent St. University Press, 1979.

This study proposes a model explaining culture's influence on organizations. Central to the model is an understanding of culture as a frame of reference consisting of beliefs, values, and behaviors which members of a group have found beneficial to their survival and have transmitted to successive generations. Using this definition, the study examines the relationship between culture and work attitudes while controlling for socioeconomic class, socio-ecological environment, socialization environment, and personal circumstances. Findings indicate that workers with north or west European ancestry are more likely to value work for itself than workers with central or east European ancestry. Workers with African ancestry are more likely to value work for the wages it produces. These differences are significant even after controlling for the factors listed above. Results from this study suggest that organizations may consist of multicultural workers with diverse work attitudes even after people have been in a single country or geographic area for several generations. Cohort: M W.

109 BERGER, MARC C. "Predicted Future Earnings and Choice of College Major." *Industrial and Labor Relations Review* 41,3 (April 1988): 418-429.

Various models have been suggested to determine how individuals predict future earnings when choosing a college major. These competing models are tested by estimating conditional logit models that incorporate alternative predicted future earnings measures. Information from the National Longitudinal Survey of Young Men is utilized. Predicted beginning earnings and predicted future earnings streams are used to compare the results to determine whether individuals are myopic or forward-looking when making their college major decisions. The findings show that, holding family background characteristics constant, individuals are likely to choose majors offering greater streams of future earnings rather than, as some have argued, majors with higher beginning earnings at the time of choice. In addition, earnings profiles corrected for self-selection bias have flattened for more recent graduates in business, liberal arts, and education. [ABI/INFORM] Cohort: B.

110 BERGER, MARK C. "Cohort Size and the Earnings Growth of Young Males." *Industrial and Labor Relations Review* 37,4 (July 1984): 582-591.

This paper examines the impact of cohort size on human capital investment decisions and age-earnings profiles. In general, larger cohorts appear to have slower earnings growth and flatter earnings profiles. Thus, the negative effect of cohort size on earnings levels found by other researchers not only persists as workers age but also increases. Increases in cohort size depress the earnings growth of college graduates more severely than lesser educated workers. These larger depressant effects combined with more rapid increases in cohort size for college graduates caused their earnings to grow more slowly than high school graduates during the seventies. Cohort: B.

111 BERGER, MARK C. "The Effects of Labor Force Composition on Earnings and Earnings Growth." Ph.D. Dissertation, The Ohio State University, 1981.

Two major changes in the structure of male earnings in the U.S. occurred in the early seventies: (1) the earnings of college graduates declined relative to high school graduates; and (2) the earnings of young workers declined relative to older, more experienced workers. At the same time, the labor market entry of the peak baby-boom birth cohorts significantly altered the demographic composition of the labor force. This dissertation examines whether the changes in the demographic composition of the labor force can explain the observed shifts in earnings among male workers. In addition, the impact of cohort size on age-earnings profiles is evaluated. Models of the production process, earnings, and earnings growth are constructed and estimated with data from the March Current Population Surveys and the NLS. The production function specified employs a finer breakdown of the labor force than is used by other researchers, thus enabling the examination of both of the recently observed major earnings changes within a single, consistent framework. In particular, the model yields estimates of elasticities of complementarity between schooling, experience and sex groups, which are needed to fully evaluate the earnings effects of changes in factor proportions. Shifts in labor force composition apparently explain a substantial amount of the recent earnings changes among male workers. Long run predictions based on the estimated model indicate considerable persistence of lower earnings of college graduates relative to other groups and a lifetime depression in earnings for the members of the large baby-boom cohorts. The analyses of earnings and earnings growth models illustrate that earnings may grow at slower rates in large cohorts. Empirical tests suggest that this is the case for males with at least twelve years of schooling and for female college graduates. For these groups of workers, the earnings depression due to cohort size increases with age, implying that earnings profiles are steeper in small cohorts. The cohort size effects are, moreover, stronger for workers with more schooling, suggesting a continued deterioration over time in the earning power of recent college graduates relative to other workers. Cohort: Y.

112 BERGER, MARK C. and FLEISHER, BELTON M. "Husband's Health and the Wife's Labor Supply." *Journal of Health Economics* (April 1984).

This paper examines the labor supply response of the wife to deterioration in the husband's health. Unlike past cross-sectional studies, responses over time are directly examined through the use of longitudinal data. The empirical results suggest that the magnitude and direction of the response depend crucially on the attractiveness of transfers which the family may qualify for when the husband's health deteriorates. When no transfers are available the wife increases her market work in order to replace the lost earnings of the husband. However, as transfers become more attractive, the wife begins to reduce her labor supply, enabling her to spend more time at home caring for her husband. Cohort: W.

113 BERLIN, GORDON and SUM, ANDREW. "Toward a More Perfect Union: Basic Skills, Poor Families, and Our Economic Future." Occasional Paper Number Three, Ford Foundation Project on Social Welfare and the American Future, 1988.

This report analyzes the links between poor skills in reading, writing, and mathematics and social and economic problems that not only sabotage individual lives but also undermine the United State's ability to hold its own in world economic competition. Utilizing data from a variety of sources including the NLSY, this report shows that young people who are deficient in basic skills run a high risk of dropping out of school, becoming parents while still in their teens, having trouble finding and keeping a job, and eventually becoming dependent on welfare or running afoul of the law. The authors call for fundamental changes in the nation's educational and job-training systems, specifically: (1) doubling the size of Head Start over five years; (2) linking summer education programs to summer jobs to avoid the loss of learning that typically occurs during the summer months; (3) matching federal job-training dollars with state and local funds; (4) building a strong vocational training, retraining, and apprenticeship system which emphasizes a broad array of occupations and gives employers a central role in designing the programs; and (5) establishing school to work transition services as an integral part of the high school curriculum for those students not pursuing postsecondary education. [Ford Foundation] Cohort: Y.

114 BERMAN, MADELINE CAROL. "Educational and Affective Results of Divorce on Adolescent School Age Children." Ph.D. Dissertation, Rutgers University, The State University of New Jersey, 1983.

This study is designed to determine the effects of divorce on mother-custody adolescents in the areas of academic achievement, social performance, attitudes, and a future decision to marry. Models were constructed in accordance with Bronfenbrenner's social dyad and the Becker-Leibowitz economic theories of human development. Major concerns addressed are: (1) whether divorce negatively affects these children's performance; and (2) whether the variables under examination provide an adequate fit for the Bronfenbrenner and/or Becker-Leibowitz models. The NLS provides the data base for this study. A subsample of 424 females and 476 males (equal numbers of divorced and nondivorced groups) ages 14-18 was selected. For the Bronfenbrenner model, divorce, "mother's work" and "mother's encouragement" were selected as independent variables while "family income," "mother's education," child's "IQ" or "divorce" were examined to test the Becker model. Multiple regression analysis based on path diagrams is used to evaluate the models and to interpret direct and indirect relationships among variables. For both models, children's performance is negatively affected by divorce with greatest impact on the variables "social deviance," and "future marriage" (for girls). For the Bronfenbrenner model, "years of school completed" is strongly affected by divorce. Although Becker's economic approach yields a greater understanding of the relationships among the variables than does the Bronfenbrenner psycho-social model, the analysis of the data precludes support of either model as a strong predictor of the outcomes of divorce on the child. To effectively assist in the development of children of divorce, educators must understand the effects of the component parts of the models in this study. Cohort: B G.

115 BHOLA, JACQUELINE TAYLOR. "Occupational Mobility and Earnings of Male Workers: Metro and Nonmetro Comparisons." Presented: The Meetings of the Rural Sociological Society, 1982.

During the 1970s, the rate of employment growth in nonmetropolitan areas was higher than in metropolitan areas. Employment growth usually provides opportunities for occupational mobility, which can lead to higher earnings. Using the NLS of Older and Young Men, the occupational structure of nonmetropolitan and metropolitan areas in 1971 and 1976 is compared. Occupational mobility patterns of these two cohorts from both areas are analyzed, examining the relationship between occupational mobility and earnings. Transition matrices and regression analysis are used to show that nonmetropolitan residents change occupations more often than metropolitan residents. While occupational changers generally have lower earnings than nonchangers, other factors are important in the determination of earnings. These factors (race, age, education, and occupation) may alter general conclusions about the impact of occupational mobility on wage determination. Cohort: B M.

116 BIDDLE, GARY C. "Intraoccupational Wage Differentials by Class of Workers: A Comparison of Wages in the Public and Private Sectors." Presented: Midwest Economics Association Meeting, 1974.

The data for this study are based on the surveys of Older Men (45-59) undertaken in 1966 and 1971 respectively. The author examines wage differentials between government and nongovernment within seven occupational groups. The results indicate that government wages are significantly greater than those in the private sector (1965-1970). The observed shift in public wage may be attributed to: political pay hikes, inflation, union pressures, lobbying efforts, and demand increases to attract adequate employees. Cohort: M.

117 BIDDLE, GARY C. and SHAPIRO, DAVID. "Pay Differentials by Class of Worker: A Comparison of Hourly Earnings in the Public and Private Sectors." Columbus, OH: Department of Economics, The Ohio State University, 1975.

Using data from the NLS of Older Men, this paper examines wage differentials by class of worker, occupational group, and race for 1966 and 1971. These differentials vary both across groups and over time. Making use of data on unionization from the 1971 survey, the study compares union wage effects in the public sector to those in the private sector. In general, it appears that the union wage effect in the public sector is comparable to or somewhat smaller than that in the private sector. Implications are drawn for public policy regarding unionization and strikes in the public sector. Cohort: M.

118 BIELBY, WILLIAM T.; HAWLEY, CLIFFORD B.; BILLS, DAVID. "Research Uses of the National Longitudinal Surveys." R & D Monograph 62, U.S. Department of Labor, 1979.

This report on the research uses of the National Longitudinal Surveys of Labor Market Experience has several purposes. First, it provides a comprehensive survey of the research that has utilized the panel data on the four NLS cohorts. Second, it compares the research done with the content of the surveys in order to identify neglected research opportunities. Third, it suggests direction for future research based on the NLS. Fourth, the information in this report may aid in the research design for surveys of two new youth cohorts and continuing surveys of the four existing cohorts. Cohort: B G M W.

119 BILS, MARK J. "Real Wages over the Business Cycle: Evidence from Panel Data." *Journal of Political Economy* 93,4 (August 1985): 666-689.

The cyclical behavior of real wages has been the subject of numerous studies, most of which used aggregated time-series data. In contrast, the present analysis employs disaggregated, panel data from a pooled sample of the Young Men. Using these data, a pooled time-series, cross-sectional model is estimated in which changes in real wages are related to changes in the national unemployment rate. Analysis reveals real wages to be very procyclical. A percentage point decline in the unemployment rate is associated with a rise in real wages of 1.5%-2%. Averaging over a cyclically changing labor force is found to countercyclically bias the real wage, although the effect is not large. Disaggregation also shows that real wages behave very differently across individuals. Cohort: B.

120 BILSBORROW, RICHARD E. and AKIN, JOHN S. "Data Availability versus Data Needs for Analyzing the Determinants and Consequences of Internal Migration: An Evaluation of U.S. Survey Data." *Review of Public Data Use* 10,4 (December 1982): 261-284.

This study develops criteria for appraising the appropriateness and adequacy of sample survey data used to analyze the determinants and consequences of internal migration, and applies them to four United States national survey data sets. The nine criteria developed concern the needs to be able to identify migrants adequately over space and time; for an adequate sample of migrants; for data on households as well as individuals; for a longitudinal (or rather specialized cross-sectional) approach; for detailed economic and noneconomic information on the period before and after the move; for incorporating community/area-level data; for experimenting with selected information on attitudes and tastes; for data modeling the decision process within multiperson decision units; and consideration of moving costs. These criteria are used to appraise the utility for migration analysis of the United States Current Population Survey, the Survey of Income and Education, the NLS, and the Panel Survey on Income Dynamics. Each of these data sets is described, and several proposals as offered on how each might be improved for purposes of migration analysis. Cohort: B G M W.

121 BIRNBAUM, HOWARD. "Career Origins, On-the-Job Training, and Earnings." *Southern Economic Journal* 42 (1976):587-99.

Career origins are analyzed as a measure of the effect of job experience and job experiences are categorized. These categories suggest the potential limits the job experience may place on individual training and labor market experiences. Initial on-the-job training and career origins are crucial for they initiate a dynamic process that continually affects the level of earnings. Failure to account for on-the-job training, for which career origins is a proxy, will tend to overstate the returns to education. Cohort: M.

122 BLACK, MATTHEW. "Pecuniary Implications of On-the-Job Search and Quit Activity." *Review of Economics and Statistics* 62 (May 1980): 222-229.

The empirical findings discussed in this paper provide considerable support for the usefulness of a search framework in predicting the pecuniary implications of voluntary labor mobility. First, acquiring information and/or job offers under conditions of imperfect information seems to be a crucial link underlying the productivity of inter-firm mobility. Second, the dependency of the return to searching and quitting on relative wage opportunity suggests that the distribution of wage offers specific to a worker's skill and current wage rate is a central determinant of the success of labor mobility. Third, the contrast between the negative quit impact reported in this paper during a depressed economic period and the positive return found during a relatively tight period in other analyses offers some indirect evidence that prevailing national economic conditions may influence the likelihood of finding a better paying job for a given level of search effort. Cohort: M.

123 BLACKBURN, MCKINLEY and NEUMARK, DAVID B. "Efficiency Wages, Inter-Industry Wage Differentials, and the Returns to Ability. Also: "Unobserved Ability, Efficiency Wages, & Inter-Industry Wage Differentials." Washington, D.C.: Finance and Economics Discussion Series, Federal Reserve Board, 1988.

The empirical regularity that has most frequently been offered as evidence consistent with efficiency wage models is the existence of persistent inter-industry wage differentials in wage regressions estimated for individuals. A principal competing explanation of these differentials is that they are generated by differences across workers in unobserved ability. While fixed-effects wage equations have been estimated to account for this, the estimates may suffer from measurement error and endogeneity of the decision to change industries. This paper takes an alternative, direct approach, by incorporating ability directly in a MIMIC model of earnings, with test scores serving as indicators of unobserved ability, and family background measures serving as causes. The models are estimated using data from the NLS Young Men's cohort. The results indicate that neither inter-industry nor inter-occupation wage differentials are attributable to differences in unobserved ability. Cohort: B.

124 BLAIR, JOHN D. and PHILLIPS, ROBERT L. "Job Satisfaction Among Youth in Military and Civilian Work Settings." *Armed Forces and Society* 9 (Summer 1983): 555-568.

This article examines whether the hypothesized changes in the U.S. military from an institution to an occupation have resulted in a normal organizational setting for young military "workers." Of particular concern are those organizational experiences that reflect social dimensions beyond the monetary aspect of work. The findings reported in this article indicated that in many ways American youth do not regard the military as a normal organizational work setting. That is, there are significant differences in average evaluations of non-monetary as well as monetary aspects of the job, although there is also considerable overlap in the assessments of young people. Although this overlap indicates that the military is a generally convergent work setting, nevertheless it is not a particularly attractive one. Postenlistment reality for many military "workers" turns out to be much worse than they had expected, and thus serious organizational dysfunctions such as high attrition rates might be predicted. In addition, greater dissatisfaction among service personnel relative to their civilian counterparts in the labor market can be expected to reduce the propensity for military service in the upcoming cohort (given an assumption of at least a degree of inter-cohort communication). The less satisfactory quality of work life that is reported by youth in the military may be a major reason for high attrition rates, for lower than expected propensities for military service, and for differences in recruiting success for certain jobs within a service. Cohort: Y.

125 BLAKE, PAMELA JEAN. "Measurement of Participation in Vocational Education: A Confirmatory Factor Analysis Model." Ph.D. Dissertation, The Pennsylvania State University, 1986.

The purpose of this study was to develop, evaluate, and determine the generalizability of two measures of participation in vocational education. The measures apply the confirmatory factor analysis method and used data from the NLSY. Two questions answered in this study were: (1) Can an acceptable measure of participation in vocational education be created from Carnegie Units earned in vocational courses transcribed from student's records? and (2) Is the measure of participation in vocational education equally appropriate for sex and race groups? Two models of participation in vocational education were constructed in this study: the full model and the restricted model. Both models use sums of Carnegie Units earned in high school vocational education courses as observed measures of participation. The Full Model refers to courses that could be considered, in a very loose sense, as vocational education, and consists of nine subject matter components. The Restricted Model summarizes participation in the nine vocational areas into a single index of participation. Results of the analysis showed that specific measures of participation in components of vocational education are more reliable than a general measure of participation. Both measures of participation were generalizable over sex and race groups. However, the Full Model again provided a much better fit to the data and was more reliable. Cohort: Y.

126 BLAU, DAVID M. "Family Earning and Wage Inequality Early in the Life Cycle." *Review of Economics and Statistics* 66 (May 1984): 200-207.

This article proposes an explanation for the fact that while wages of married women contribute to equalizing the distribution of family wages, the equalizing effect declines during the early stages of the married life cycle. The explanation is based on the interaction between on-the-job accumulation of human capital and labor supply behavior. Empirical results from the NLS panel data suggest that the explanation is plausible and also show that in contrast to the results of previous cross-section studies there is no decline over time in the equalizing effect of wives' earnings on the distribution of family earnings. Cohort: G.

127 BLAU, DAVID M. and ROBINS, PHILIP K. "The Dynamics of Child Care Demand." Presented: New York, Econometric Society Meetings, 1988.

This paper examines changes in child care arrangements for a sample of children over the first three years of life. Specifically examined was the dynamics of child care demand, i.e., the extent to which changes in child care arrangements were associated with changes in mothers' employment, marital status, and fertility. It was found that: (1) women of a higher socioeconomic status and older women were more likely to experience turnover in child care arrangements; (2) household structure impacted turnover with the presence of other children, particularly pre-school children, reducing child-care turnover; (3) child care turnover was not highly correlated with marital disruption or child bearing and was found to be lower in more densely populated urban areas. The paper concludes with a discussion of the authors' plans for future child care analyses. Cohort: Y.

128 BLAU, FRANCINE D. "The Impact of the Unemployment Rate on Labor Force Entries and Exits." In: *Women's Changing Roles at Home and On the Job*, I. Sawhill, ed., National Commission on Manpower Policy, 1978.

The author uses NLS data of women 34-48 to reexamine the impact of the unemployment rate on the labor force participation of married women. The results show that the discouraged worker effect is dominant among white women, while the additional worker effect predominates among blacks. For both races, the unemployment rate has a stronger impact on labor force entries than on labor force exits. These findings suggest that the cyclical sensitivity of the labor force participation of married women is a result of economic conditions affecting the timing of labor force entry. In the future, the trend toward increasing labor force participation of women will eventually mean that fewer individuals will be outside the labor force, which would cause the participation rates of married women to become less cyclically sensitive (i.e., the impact of entrants on overall participation rates will be reduced). Cohort: W.

129 BLAU, FRANCINE D. "Youth Participation Rates and the Availability of Jobs." Supplementary Papers, *Conference on Youth Unemployment: Its Measurement and Meaning*, N.B. Davidson, ed., U.S. Department of Labor, 1978.

This paper uses data from the NLS of Young Men and Women to examine the relationship between local area unemployment rates and the labor supply behavior of youth aged eighteen to twenty-four in 1970. The net effect of the unemployment rate on the probability of labor force participation in 1970 is found to be negative. Net discouragement appears to be greater among young women than among young men, and to be larger among blacks than among whites. Since local labor market unemployment rates tend to be correlated over time, the coefficient on the unemployment rate variable in the participation regressions was held to approximate a long-term supply response to persistent inter-city differences. The net impact of the unemployment rate on labor supply adjustments over a one-year period is also examined. No significant effect of unemployment rate on the probability of labor force entry or exit between 1970 and 1971 is obtained. These findings suggest that net effect of the ups and downs of the business cycle on the labor force participation of youth would not be very great. However, prolonged periods of high unemployment could produce net discouragement for this age group. At the level of the local labor market, our results suggest the efficacy and importance of policies designed to stimulate aggregate demand in depressed labor markets. Cohort: B G.

130 BLAU, FRANCINE D. "Youth and Jobs: Participation and Unemployment Rates." *Youth and Society* 11 (September 1979): 32-52.

This research analyzes the relationship between local area unemployment rates and the youth labor supply. The net effect of the unemployment rate on the probability of labor force participation was found to be negative. Net discouragement was greater among women than men, and larger among blacks than among whites. The study also examines the net impact of the unemployment rate on labor supply adjustments over a one-year period in which no significant effect was found. Cohort: B G.

131 BLAU, FRANCINE D. and KAHN, LAWRENCE M. "Causes and Consequences of Layoffs." *Economic Inquiry* 19 (April 1981):270-96.

Using probit analysis, this article finds that differential treatment accounts for a substantial portion of the higher layoff rates of blacks in comparison to whites. However, women are found to be considerably less prone to layoffs than men with similar characteristics. Among those who obtained subsequent employment (taking into account the possible selectivity bias in such a subsample), white males are hurt more by layoffs than black males in terms of both short-term and long-term earnings growth; women's earnings are not necessarily affected by layoff at all. However, whites and males are found to be more likely to be reemployed than blacks and females, respectively. Cohort: B G.

132 BLAU, FRANCINE D. and KAHN, LAWRENCE M. "The Determinants and Consequences of Obtaining Unionized Employment." Report, Employment and Training Administration, U.S. Department of Labor, 1980.

The report examines the union impact on job search. Using the National Longitudinal Surveys of Young Men and Young Women, the study finds that other things equal, the probability that a job changer obtains a union rather than a nonunion job is negatively associated with the number of weeks of unemployed search between jobs. This finding is consistent with a systematic search model. Searchers have prior information about the firms being sampled. To maximize expected wealth, job seekers contact high wage (union) firms before low wage (nonunion) firms. An inverse relationship between search time and unionism results. This finding further implies that existing estimates of union-nonunion wage differentials underestimate the total union effect when search time is taken into account. The difference in expected wage offers for union and nonunion jobs confronting searchers is found to be 24.9%. Cohort: B G.

133 BLAU, FRANCINE D. and KAHN, LAWRENCE M. "Job Search and Unionized Employment." Final Report, U.S. Department of Labor, 1980. Also in *Economic Inquiry* 21,3 (July 1983):412-430.

This study examines the relationship between job search and obtaining a union job. The findings indicate that the presence of a union-nonunion wage differential causes workers to seek high paying union jobs. The results further show that finding a union job is negatively related to weeks of unemployed search, and positively related to a job seeker's other family income, other things equal. In other words, a higher reservation wage increases the likelihood of obtaining unionized employment. Cohort: B G.

134 BLAU, FRANCINE D. and KAHN, LAWRENCE M. "Race and Sex Differences in Quits by Young Workers." *Industrial and Labor Relations Review* 34 (July 1981):563-577.

This study uses data from the NLS of Young Men and Women to analyze race and sex differences in the probability and consequences of quitting. The authors find that overall quit rates in this group are higher for women than for men and about the same for blacks and whites. When several personal and job characteristics are held constant, however, the quit rates of young men and women are about the same and young blacks actually quit less frequently than young whites. When an instrumental variable approach is used to account for sample heterogeneity, it is found that, for all race and sex groups, quitting improved both current wages and long-term earnings prospects. Further, the improvement in long- term earnings prospects is found to be greater than the gain in current earnings, suggesting that training opportunities are an important consideration in the job shifts of all young people. Cohort: B G.

135 BLAU, FRANCINE D. and KAHN, LAWRENCE M. "Unionism, Seniority and Turnover." *Industrial Relations* 22,3 (Fall 1983):362-373.

This paper tests the exit-voice model by estimating the union effect on quits and total, temporary and permanent layoffs separately for older (i.e., more senior) and younger (i.e., more junior) men. The results are supportive of the exit-voice model. First, unions are found to have a much larger (in absolute value) negative effective effect on older than on younger men's quitting, and to raise young men's total layoffs to a greater extent than older men's. Further, although unions have large significant positive effects on temporary layoffs for both male cohorts, collective bargaining was found to raise young men's and lower older men's permanent layoffs. Cohort: B M.

136 BLEE, KATHLEEN M. and TICKAMYER, ANN R. "Black-White Differences in Mother to Daughter Transmission of Sex-Role Attitudes." *Sociological Quarterly* 28 (June 1987): 205-222.

A model of sex-role transmission from mothers to daughters is constructed, using data from three survey years of the NLS of Mature Women and Young Women (number of cases not provided). A series of hypotheses are developed, specifying race differences on how mothers' sex-role attitudes and work behavior during daughters' adolescence influence daughters' adult work and sex-role attitudes. The major difference between blacks and whites does not lie in the relationship between attitudes and behavior within cohort, but rather in the manner in which these are transmitted across generations. [Sociological Abstracts, Inc.] Cohort: G W.

137 BLEW, SARAH STOLTZ. "Social Class and Educational and Occupational Aspirations and Expectations: A Study of Females." M.A. Thesis, University of Iowa, 1975.

While this study gives somewhat more support to the common values theory than to the class differential varies theory, it does not provide strong support for either theory. Furthermore, it does not prove, as Han (1969) suggested, that both theories are operating depending upon the type of success values which is investigated. The findings for the occupation variables must be viewed with reservations. Nevertheless, despite these limitations, this study can be considered a positive contribution toward filling the void of information about females with respect to the relationship between socioeconomics status and success goals. Cohort: G.

138 BLOOM, DAVID E. and TRUSSELL, JAMES. "What are the Determinants of Delayed Childbearing and Permanent Childlessness in the United States?" Presented: Pittsburgh, Population Association of America Meeting, 1983.

This paper presents estimates of delayed childbearing and permanent childlessness in the United States and the determinants of those phenomena. The estimates are derived by fitting the Coale-McNeil marriage model to survey data on age at first birth and by letting the parameters of the model depend on covariates. Substantively, the results provide evidence that the low first birth fertility rates experienced in the 1970s were due to both delayed childbearing and to increasing levels of permanent childlessness. The results also indicate that: (1) delayed childbearing is less prevalent among black women than among non-black women; (2) education and labor force participation are important determinants of delayed childbearing; (3) the influence of education and labor force participation on delayed childbearing seems to be increasing across cohorts; (4) education is positively associated with heterogeneity among women in their age at first birth; (5) the dispersion of age at first birth is increasing across cohorts; (6) race has an insignificant effect on childlessness; and (7) education is positively associated with childlessness, with the effect on education increasing and reaching strikingly high levels for the most recent cohorts. Cohort: G.

139 BOLIN, PHIL WARREN. "Military Service and Military Vocational Training Effects on Post-Service Earnings." M.A. Thesis, Naval Postgraduate School, 1980.

The influence of military service and military vocational training on post-service earnings was analyzed, using the NLS of Young Men (age 14-24 in 1966). When individuals were classified by their propensity to use training, neither military service nor military vocational training was a significant determinant of post-service earnings. A disaggregation of the sample by I.Q. revealed that military service may be a proxy for ability level rather than a positive determinant of post-service earnings. Veterans who did not qualify for vocational training appear to suffer a post-service wage loss due to foregone civilian job tenure, which is relatively important to individuals who do not take vocational training. Cohort: B.

140 BORJAS, GEORGE J. "Job Mobility and Earnings over the Life Cycle." *Industrial and Labor Relations Review* 34 (April 1981):365-376.

Previous studies have shown that in the short run quits generally lead to wage increases on the next job and layoffs to no increase or to a wage cut. The author of this study argues, however, that the prospect of a job change for any reason creates a disincentive for a worker to invest in training that is specific to the current job, and therefore those who change jobs frequently may earn less over their life cycle than those who, other things equal, seldom change jobs. An analysis of data from the NLS of Older Men supports that expectation, showing that for white males job separations usually lead to wage gains in the short run but nonmobile workers tend to achieve significantly higher wages over the long run. Cohort: M.

141 BORJAS, GEORGE J. "Job Satisfaction, Wages, and Unions." *Journal of Human Resources* 14 (Winter 1979):21-40.

This paper provides a systematic empirical analysis of the effect of union membership on job satisfaction and wages, and shows how the interaction between these effects leads to empirically observable relations between unionization and individual quit probabilities. Union members, on average, report lower levels of job satisfaction. Interestingly, unionization causes greater dissatisfaction at higher tenure levels. These findings are attributed to both the politicization of the unionized labor force and the fact that union members face flatter earnings profiles. The importance of the latter effect is reflected by the empirical fact that unions have a strong negative effect on quit probabilities at low levels of tenure, but the effect diminishes (absolutely) as tenure increases. Cohort: M.

142 BORJAS, GEORGE J. "Race, Labor Turnover, and Male Earnings." Mimeo, Santa Barbara: Community & Organization Research Institute, University of California, 1979.

The relationship between racial differences in labor turnover and the racial wage differential is analyzed. Since job mobility has important effects on the earnings distribution, any racial differences in life cycle work histories can be expected to have strong effects on the racial wage gap. Using the National Longitudinal Surveys of Young and Older Men, it is found that racial differences in quit and layoff probabilities and in the pecuniary gains to mobility are responsible for a significant portion of the racial wage differential. Cohort: B M.

143 BORJAS, GEORGE J. "Race, Turnover, and Male Earnings." *Industrial Relations* (Winter 1984):73-89.

Data from the NLS of Young Men and Older Men are used to determine whether job histories differ significantly by race and whether differences translate into substantial wage differentials. Results show that quit (layoff) rates among young men are significantly higher (lower) for whites than for blacks. No racial turnover differential appears among mature men. Monetary gains to a turnover event (quit, layoff, or staying on the job) are higher for white young men than for black young men. Among mature men, whites have larger wage growth rates if they stay on the job, but no significant racial differential appears for quitters or for laid off workers. These differences between young blacks and whites lead to substantial changes in the black/white wage differential. Cohort: B M.

144 BORJAS, GEORGE J. "The Relationship between Wages and Weekly Hours of Work: The Role of Division Bias." *Journal of Human Resources* 15 (Summer 1980):409-23.

New empirical evidence on the relationship between weekly hours of work and the wage rate is presented in this study. Several methods to avoid the division bias are discussed. Depending on the specification of the labor-supply function, the unbiased estimates were zero or positive. Cohort: M.

145 BORJAS, GEORGE J.; BRONARS, STEPHEN G.; TREJO, STEPHEN J. "Self-Selection and Internal Migration." (In-progress Research).

Existing research in the internal migration literature focuses on the question of what socioeconomic factors determine the size of the migrant flow. These studies typically use the human capital framework and try to ascertain the empirical importance of migration costs and benefits in determining the individual's probability of experiencing geographic mobility. This in-progress research shifts the focus of attention from the study of migration propensities to the study of the composition of the migrant flow. In particular, our main concern is the impact of the endogenous migration decision on the average skills which characterize the self-selected sample of migrants. Three questions will guide this research which uses data from the NLSY: (1) what factors determine the "quality" (in terms of labor market skills) of migrants to any given location? (2) do persons who experience geographic mobility "adapt" or "assimilate" their new surroundings quickly? and (3) who are the return migrants? Cohort: Y.

146 BORJAS, GEORGE J. and ROSEN, SHERWIN. "Income Prospects and Job Mobility of Younger Men." *Research in Labor Economics* 3 (1980):159-181.

This study approaches labor turnover as a sorting phenomenon that arises because imperfect information and mobility costs create mismatches in the existing allocation of workers to firms. Labor turnover is the device through which workers move to their highest valued uses. In this framework, a job change occurs when it is discovered that alternative productivity exceeds current productivity. Gains from mobility to movers are larger than the gains would have been to stayers had they moved. Conversely, the gains to immobility are greater for stayers than for movers had they stayed. The empirical results are not precise, since job separations cannot be predicted accurately at the micro level, but nevertheless suggest that labor turnover improves the allocative efficiency of the labor force. Cohort: B.

147 BORKER, SUSAN and LOUGHLIN, JULIA. "Earnings, Health and Marital Status Change: A Longitudinal Study of a Cohort of Mature Women." Presented: Eastern Sociological Society Meeting, 1979.

This paper compares three groups of married women, the control group whose marriages remained intact for at least 10 years, a group whose marriages ended in separation or divorce, and a group who were widowed at a particular point in that time period. The women whose marriages would end in divorce or separation were more likely to be in the labor force, had relatively higher income, more predictable wages, and had contributed a proportionately larger share of the total household income while married. Cohort: W.

148 BORKER, SUSAN; LOUGHLIN, JULIA; RUDOLPH, CLAIRE. "The Long-Term Effects of Adolescent Childrearing: A Retrospective Analysis." *Journal of Social Service Research* 2 (Summer 1979): 341-55.

This study explores the effect of adolescent childrearing on the hourly wages of women in the labor force. Women who were adolescent mothers earn less than other married or previously married women due to an inability to achieve comparable educational levels. Adolescent mothers from more favorable socioeconomic backgrounds fare better than other adolescent mothers in terms of education and income; however, their losses are substantial compared to women from the same background who postponed childrearing. Finally, adolescent mothers are more likely to be or to have been heads of households, with the economic disadvantages of that status. Cohort: W.

149 BORKER, SUSAN; MAKARUSHKA, JULIA LOUGHLIN; MUDRICK, NANCY R.; RUDOLPH, CLAIRE. "Earnings Patterns and Marital Disruption: The Experience of Mature Women." Presented: San Francisco, American Sociological Association Meeting, 1978.

The variables which predict the hourly wages of employed women are explored in order to illuminate the relationship between women's marital status and their incomes. We emphasize two findings: first, the predictability of income per hour is greater for formerly married women than currently married women. Second, remarried women behave differently than first married women. Further, these differences in behavior, i.e., maximization of earnings, appear characteristic of first married women who will later be divorced or separated. Differences in income are related to women's job choices, choices in which the need or desire for income is balanced by the convenience, appropriateness or interest of available jobs. Three factors are explored which may affect these choices for women who are or have been married: first, the amount of other household income; second, the other demands on the woman's time, energy and status behavior; third, the experience (including the anticipation of the experience) of being formerly married. Cohort: W.

150 BORKER, SUSAN and MAKARUSHKA, JULIA LOUGHLIN. "Marital Status, Early Childbearing and Income Achievement of Mature Women." Mimeo, Syracuse University, 1977.

This analysis resulted in three major findings. First, the characteristics of the women in the labor force are changing. Mature women employed in 1972 have more education and higher occupational status than those employed in 1967. Women are investing in educational programs and career development at a much later age than is "normal." Second, among women there are differences in the extent to which they are obtaining incomes commensurate with their educations and occupations. While factors such as discrimination affect all women, we find it most difficult to predict the incomes of one group, married white women. This suggests that their own behavior is effective. Third, women who become mothers before their eighteenth birthday earn less than other women in their middle years. This is primarily because of the effect of adolescent child-bearing on high school completion. For these women, the economic effects of the timing of childbirth are negative and persistent. Cohort: W.

151 BORKER, SUSAN; MAKARUSHKA, JULIA LOUGHLIN; MUDRICK, NANCY R. "Socioeconomic Changes Associated with Social Role Displacements in the Middle Years." Presented: San Francisco, American Sociological Association Meeting, 1978.

This research concerned the determination of income choices by women who have experienced a role displacement. Our findings corroborate other work which indicates that the divorced and separated generally receive more income from wages, and that widows use public transfer income when their children are young, but return to work as their children get older. We also found that health is a factor in choice of work or public transfer dependency. In addition to the limits that health places on the ability to work, mature women with equally poor health but unequal labor force histories and educations may utilize the limits imposed by health differently as they choose between public transfers and employment as sources of income. Cohort: W.

152 BORUS, MICHAEL E. "An Inventory of Longitudinal Data Sets of Interest to Economists." *Review of Public Data Use* 10 (1982):113-126.

Economists' use of longitudinal data sets has grown markedly. Many are unaware, however, of the broad range of information that is available. This article presents details on many of these data sets. Cohort: B G M W Y.

153 BORUS, MICHAEL E. "Pathways to the Future, Volume III: A Final Report on the National Longitudinal Surveys of Youth Labor Market Experience in 1981." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

This report is based on data from the 1979, 1980 and 1981 interviews of the NLSY. Four analytical chapters comprise the volume. Characteristics that increase job satisfaction among youth are discussed and compared with those of slightly older men and women. The relationship between crime and employment is examined, using a model that combines economic and sociological approaches. The report also examines the effects of two determinants of educational aspirations and delinquent behavior: high school students' participation in their school's informal social system and their expression of positive feelings toward their schools. The final chapter compares the quality of education in public versus private schools. Cohort: Y.

154 BORUS, MICHAEL E. *Tomorrow's Workers*. Lexington, MA: Lexington Books, 1983.

The first chapter provides an overview of the youth population and its employment status. The next chapter describes those who are already working, including the kinds of jobs they have, their attitudes toward those jobs, and the determinants of their pay. Chapter three focuses on youths who are seeking employment, their methods of job search, their wage expectations and the limitations and barriers they must overcome. Because a major determinant of employment success is education and training, chapter four enlarges on the experiences of the young people in school and in a variety of training programs. The fifth chapter focuses on another set of crucial determinants of success in the work force-the hopes, plans, and expectations of the youths themselves. The final chapter summarizes the findings of the earlier chapters and draws implications for public policy. Cohort: Y.

155 BORUS, MICHAEL E. "Willingness to Work Among Youth." *Journal of Human Resources* 17 (Fall 1982):581-593.

Considerable discussion has centered around the hypothesis that high rates of unemployment among black and other minority youth may result from a reluctance for such young people to accept menial employment. To test this, the 1979 NLSY questioned young men and women aged 14- 22 about their willingness to accept full-time employment in each of seven occupations at varying rates of pay. Previous research was contradicted by findings that black youth are more willing than their white counterparts to accept employment. Some sex stereotyping was found in occupational preferences and many youths stated that they would be willing to work for less than the existing minimum wage. Cohort: Y.

156 BORUS, MICHAEL E. *Youth and the Labor Market: Analyses from the National Longitudinal Survey.* Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1984.

Data from the first three surveys (1979, 1980, 1981) of the NLSY are analyzed. Chapters focus on employment-related questions as the youth make the school-to-work transition: changes in employment patterns of black and white young men, educational choices, public and private school differences, economic returns to vocational education, time-use behavior, and the relationship between delinquency and employment. Major findings are that hard-core unemployed youth tended to be older than others, more likely to have participated in training, to be married, to have children, and to live in a central city of an SMSA where there is a high unemployment rate. Jobs tended to be sex-stereotyped, with young women in clerical, service, and sales. A comparison of data from the NLS young men's cohort shows that black employment declined over the 1970s, apparently due to lengthy joblessness among a growing subsample of the black population, whereas the slight decline among whites appears to be due to higher job turnover. Poverty and unemployment increase the probability of dropping out of school, and pregnancy is the major cause for young women. Comparisons between private and public schools show that enrollment in a college preparatory curriculum, not the type of school, is crucial in determining achievement scores. Males and dropouts were more likely to engage in illegal activities: race and poverty status do not correlate significantly with illegal behavior. Cohort: B Y.

157 BORUS, MICHAEL E. and CARPENTER, SUSAN A. "A Note on the Return of Dropouts to High School." *Youth and Society* (June 1983):501-7.

High school age dropouts who return to school each year are studied to test the hypothesis that the same variables leading to dropping out of school influence the decision to return to school. Findings show that older youth and those unable to specify their curriculum were less likely to return, and that young people expecting to attend college, as well as those who were never married, were more likely to return. In addition, youth living in countries where local government expenditures per student were over $975 were more likely to return than youth from countries where less was spent on schools. These findings contrast sharply with the many significant factors found affecting dropping out of school. Only age, intention not to attend college, and not being able to specify a curriculum were significant variables. They were positively related to dropping out and negatively related to returning to school. These findings suggest that the return to school decision is in many respects a random individual event. Cohort: Y.

158 BORUS, MICHAEL E.; CARPENTER, SUSAN A.; CROWLEY, JOAN E.; DAYMONT, THOMAS N.; et alia. "Pathways to the Future, Volume II: A Final Report on the National Survey of Youth Labor Market Experience in 1980." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1982.

This is the final report on the 1980 data from the NLSY derived from interviews with 12,141 young people, age 15-23. Topics examined include: (1) the variables affecting the employment prospects of unemployed youth; (2) the changes in employment patterns of black and white young men in the decade of the 1970s; (3) the changing patterns in wage and reservation wage differentials for black and white young men during the 1970s; (4) the variables affecting the decision to drop out of school without finishing the 12th grade, the decision to return to school after having dropped out, and the decision to go directly to college after completing the 12th grade; (5) the effects of high school curriculum on labor market success; and (6) the relationship between delinquency and employment status. Cohort: Y.

159 BORUS, MICHAEL E.; CROWLEY, JOAN E.; DAMICO, RONALD; POLLARD, TOM K.; et alia. "Pathways to the Future: A Longitudinal Study of Young Americans (Preliminary Report on the 1981 Survey)." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1982.

This is a preliminary report based on the 1981 interview of the NLSY, a nationally representative sample of 11,340 young men and women, ages 16 to 24. Topics examined include an overview of the characteristics of the civilian youth population; employment status of youth by sex, race, age and health status; the differences between males and females in growth in earnings between the first job and the job held in 1981; changes in government employment and training programs from FY 1979 to FY 1980; and the ways in which adolescents spend their time. Cohort: Y.

160 BORUS, MICHAEL E.; CROWLEY, JOAN E.; POLLARD, TOM K.; SANTOS, RICHARD. "Pathways to the Future: A Longitudinal Study of Young Americans, Preliminary Report on the 1980 Survey." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1981.

This basically cross-tabular report contains preliminary studies of the second wave of data from the NLSY. After a descriptive overview of the demographic and socioeconomic characteristics of the youth who were 15-23 years old, Chapter 2 discusses the employment and unemployment status of the youth population at the time of the interview. Information is presented on the labor force participation and unemployment rates of various segments of the population, the job search activities of the unemployed and the nature of the employment of those who are working. Chapter 3 examines the employment history of the young people during the preceding year including the number of weeks worked and job turnover. Participation in government employment and training programs is the subject of Chapter 4. Here the report presents the characteristics of participants in these programs, the types of services they receive, and their reaction to the programs. Chapter 5 considers the education and schooling of the youth; particular attention is paid to the decisions to drop out of high school, to return to high school, to graduate from high school (for 12th graders), and to go on to college. Finally, Chapter 6 analyzes delinquent behavior by this age group and their contacts with law enforcement agencies. The analysis describes those who engage in various types of delinquent behavior and the frequency of such behavior. Cohort: Y.

161 BORUS, MICHAEL E.; CROWLEY, JOAN E.; KIM, CHOONGSOO; POLLARD, TOM K.; et alia. "Pathways to the Future: A Report on the National Longitudinal Survey of Youth Labor Market Experience in 1979." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1981.

The report is the first on a nationally representative sample of the 32.9 million young people who were ages 14 to 21 on December 31, 1978. It is a descriptive presentation of the status of youth in the spring of 1979--their position and problems in the labor market; their reactions to school and the factors influencing their schooling decisions; their training, both the government sponsored and other vocational training which they receive; their health status; and their attitudes, both towards their present situations and the future. Chapter 2 describes the labor force participation and employment status of the youth for the week in which they were interviewed in the spring of 1979. The NLS data are compared to the Current Population Survey. Chapter 3 examines the employment conditions for those youth who were employed at the time of the survey. Chapter 4 presents the work experience of the youth for the preceding year, 1978, and analyzes the determinants of weeks worked and unemployed during the year and job turnover. Chapter 5 discusses the job search motives and techniques of youth, both the employed and the unemployed. The willingness of youth to accept specific jobs at various wages, and the wages at which unemployed young men will accept the job they are seeking are also examined in this chapter. Chapter 6 studies the attitudes of young people toward high school, their high school programs and reasons for not completing high school and for attending college. Chapter 7 examines participants in government sponsored training programs, the types of services they receive and their attitudes toward these programs. Chapter 8 deals with the post-high school training provided outside of regular schools, government programs and the military. Chapter 9 studies the health status of young people at the time they were interviewed. Chapter 10 details the extend of age, race, sex discrimination felt by young people as well as their perception of the difficulties they have in the labor market. Chapter 11 examines the educational, occupational and fertility aspirations and expectations of the young people as well as their desire for further training. Chapter 12 presents a summary of the major findings in the volume. Cohort: Y.

162 BORUS, MICHAEL E.; CROWLEY, JOAN E.; RUMBERGER, RUSSELL W.; SANTOS, RICHARD; et alia. "Research on Youth Employment and Employability Development: Findings of the National Longitudinal Survey of Young Americans, 1979." Youth Knowledge Development Report 2.7. Washington, D.C.: U.S. Government Printing Office, 1980.

This report presents preliminary cross-tabular analyses of the 1979 NLSY data. A nationally representative sample of 12,693 youth age 14-22 were interviewed for the first time in that year. Topics covered include: descriptions of the demographic and socioeconomic characteristics of the youth, their employment status, their work experience during the preceding year, participation in government employment and training programs, job search behavior, perceptions of barriers to employment, health status, attitudes and expectations, and schooling experience. Cohort: Y.

163 BORUS, MICHAEL E.; MOTT, FRANK L.; NESTEL, GILBERT. "Counting Youth: A Comparison of Youth Labor Force Statistics in the Current Population Survey and the National Longitudinal Surveys." In: *Conference Report on Youth Unemployment: Its Measurement and Meaning*. U.S. Department of Labor, Washington, D.C.: U.S. Government Printing Office, 1978.

This report focuses on the accuracy of employment- related measures in the (CPS) Current Population Survey by comparing those estimates with NLS estimates. The results indicate that NLS data report: (1) considerably higher labor force participation among young men and women, especially those who attend school; (2) significantly higher unemployment rates for young women and approximately the same rates for young men; (3) more unemployed seeking part-time employment; (4) higher levels of unemployment; and (5) youth who are employed were more likely to work either part time or overtime depending on their age. Cohort: B G.

164 BORUS, MICHAEL E. and NESTEL, GILBERT. "Response Bias in Reports of Father's Education and Socioeconomic Status." *Journal of the American Statistical Association* 68 (December 1973):816-20.

This article compares independent interview responses of fathers and their sons to questions about the educational attainment and occupational status of the father. There is a high degree of congruence between the son's and father's estimates of both measures. When, however, reporting differences are regressed on various demographic characteristics reported by the son, the responses of youths with certain characteristics are found to deviate significantly from their fathers. Cohort: B M.

165 BORUS, MICHAEL E.; PARNES, HERBERT S.; SANDELL, STEVEN H.; SEIDMAN, BERT. *The Older Worker*. Madison, WI: Industrial Relations Research Association, 1988.

This compendium reviews the current state of knowledge about the status, characteristics, and problems of older workers. Drawing upon research from a variety of data sources including the NLS, articles in this book detail the labor market characteristics of older workers, the particular dilemmas facing older women workers, the impact of age and health on job performance, factors impacting the decision to retire, and the challenges to our nation in maintaining an active, well trained older work force. Cohort: M W.

166 BORUS, MICHAEL E. and WOLPIN, KENNETH I. "The National Longitudinal Surveys of Labor Market Experience: Past and Future Uses to Study Labor Market Policy Questions." *Vierteljahrshefte zur Wirtschaftsforschung* 4 (1984): 428-438.

The authors discuss past and possible future uses of the NLS panels with particular attention to the implications of NLS-based research for policy-making. The NLS consists of five separate longitudinal data-bases covering distinct segments of the labor force, each cohort being selected as representative of a period in the life-cycle when people are likely to undergo a particular labor market transition. The value of the longitudinal nature of this data is emphasized in discussions of accumulated research on labor supply, unemployment, and wage and earnings differentials. Future research uses for all five cohorts are outlined with emphasis on dynamic modeling and the redefining of research problems as a result of recent changes in socioeconomic conditions. A discussion of the history and institutional context of the NLS is included, as is a description of the data and tapes. Appended tables display survey years and type of interview for each panel, as well as NLSY cohort variables and a summary of research questions explored to date using NLS data. Cohort: B G M W Y.

167 BOULD, SALLY. "Black and White Families: Factors Affecting the Wife's Contribution to the Family Income Where the Husband's Income is Low to Moderate." *Sociological Quarterly* 18 (Autumn 1977):536-47.

The author examines the factors affecting the wife's contribution to the family income for both black and white families where the husband's income is below the median for all male-headed families. The findings show that both races respond similarly in regard to their overall contribution, the demand for female labor, and the effect of children. In addition, the evidence does not support the assumption that black wives are compensating for their husband's weak economic position. The definition of the provider may differ among black and white families. Cohort: W.

168 BOULD, SALLY. "Female-Headed Families: Personal Fate Control and the Provider Role." *Journal of Marriage and the Family* 39 (May 1977):339-49.

This study examines black and white female heads of families, ages 30-44. The results show that single mothers experienced significant difficulty in providing for their families. The source as well as the amount of income received affected their sense of personal fate control. In addition, poor women who relied upon AFDC, child support and other unstable sources of income, perceived themselves as less able to plan for their lives. Cohort: W.

169 BOULD, SALLY. "Unemployment as a Factor in Early Retirement Decisions." *American Journal of Economics and Sociology* 39 (April 1980):123-36.

For older workers, previous unemployment has a significant impact upon early retirement decisions for both Black and White males. This relationship holds when controlling for Social Security and pension eligibility, assets, health limitations, family responsibilities, occupation, changes in unemployment rate of the local labor market, and urban residence. Cohort: M.

170 BOUND, JOHN; GRILICHES, ZVI; HALL, BRONWYN H. "Brothers and Sisters in the Family and the Labor Market." Working Paper No. 1476, NBER, Inc., 1984.

This paper investigates the relationship between earnings, schooling, and ability for young men and women who entered the labor force during the late 1960s and 1970s. The emphasis is on controlling for both observed and unobserved family characteristics, extending a framework developed earlier by Chamberlain and Griliches (1975) to the analysis of mixed-sex pairs of siblings. Using the NLS of Young Men and Young Women, which drew much of the sample from the same households, the authors were able to construct a sample containing roughly 1,500 sibling pairs. For several reasons, particularly the need to have data on two siblings from the same family, only one-third of these pairs had complete data; this fact led the authors to develop new methods of estimating factor models, which combine the data for several "unbalanced" covariance matrices. The authors' use the data on different kinds of sibling pairs (male-male, male-female, female-female) together with these new methods to investigate the question of whether family background, ability, or IQ are the same thing for males and females, in the sense that they lead to similar consequences for success in schooling and in the market place. With a simple two-factor model to explain wages, schooling, and IQ scores, the authors were able to test whether these factors are the same across siblings of different sexes and whether the loadings on the two factors are similar. The conclusion is that the unobservable factors appear to be the same and play the same role in explaining the IQ and schooling of these siblings, while there remains evidence of differences once they enter the labor market. Cohort: B G.

171 BOWERS, NORMAN. "Youth Labor Force Activity: Alternative Surveys Compared." *Monthly Labor Review* 104 (March 1981):3-17.

Important findings from this comparative analysis include: (1) all three longitudinal surveys reveal higher estimates of labor force participation ratios and employment-population ratios than does the CPS; (2) with the important exception of the newest NLS, unemployment rates are little different between studies; (3) raw inter-survey differences are, in many instances, not statistically significant; (4) comparisons of the full CPS with other one-time or yearly surveys ignore the problem of rotation group bias, a factor that certainly accounts for some of the inter-survey differences; (5) the discrepancies, especially between the CPS and the 1966 and 1979 NLS data, appear to be concentrated among young teenagers and those whose major activity is attending school, perhaps because of the marginal nature of their labor force activity. Again, however, the evidence for this proposition is only suggestive; (6) the focus on self versus proxy response as the cause of inter-survey variations probably obscures a number of other important influences that may be producing the differences. Cohort: B Y.

172 BRADDOCK, JOMILLS H. and MCPARTLAND, JAMES M. "More Evidence on Social-Psychological Processes that Perpetuate Minority Segregation: The Relationship of School Desegregation and Employment Desegregation." Center for Social Organization of Schools Report, Johns Hopkins University, No. 338, June 1983.

This report used data from the black subsample of the NLSY to investigate the effects of school desegregation on subsequent employment desegregation. Analysis is based on 472 female and 602 male blacks who reported being employed either full- or part-time at the time of the 1980 survey. It was found that in the north, blacks from desegregated schools were more likely to be located in desegregated occupational work groups. Moreover, blacks from desegregated school backgrounds made fewer racial distinctions about the friendliness of their co-workers or about the competence of their employment supervisors. In contrast, blacks from segregated schools tended to find desegregated co-workers to be less friendly and white supervisors to be less competent. Evidence suggests that both early school desegregation experiences and current community desegregation patterns promote desegregation in work environments, with school desegregation showing a greater impact, particularly among northern blacks. Thus, it appears that the inferred social-psychological processes that perpetuate minority segregation across institutional settings are not artifactual, but are outcomes of cross-race experiences in the varied institutional settings. Results also suggest that early desegregated experiences create a different attitudinal basis among blacks that, in part, produces or sustains desegregation in adulthood. [(c)APA] Cohort: Y.

173 BRITO, PATRICIA K. and JUSENIUS, CAROL L. "Career Aspirations of Young Women: Factors Underlying Choice of a Typically Male or Female Occupation." Proceedings of the Social Statistics Section of the American Statistical Association (1978):50-59.

This paper examines the personal characteristics which influence a young woman's preference for typically male or typically female occupations. Preference formation is apparently different for women who have had or plan to have a college education and those without such expectations. The results indicate that family background is only slightly associated with occupational choice. Education, marital and childrearing experience, and labor market experience later in life have a more significant impact on whether typical or atypical occupations are chosen than childhood environment influences. Cohort: G.

174 BRITO, PATRICIA K. and JUSENIUS, CAROL L. "A Note on Young Women's Occupational Expectations for Age 35." *Vocational Guidance Quarterly* (1980).

This analysis examines women's occupational preferences for age 35. Only a quarter of college educated women and less than 20 per cent of non-college women preferred typically male occupations. The results also show that the number and types of occupations, regardless of sex-typing, to which young women aspire are limited. Furthermore, occupational projections show that demand-supply relationship for workers in many of their preferred occupations, both male and female, are to be unfavorable. Thus, if women are to choose male-dominated occupations, public policy directed at reducing demand-side barriers is not enough. It will also be necessary to broaden young women's awareness of the range of jobs available and of the employment prospects in occupations they are considering. Cohort: G.

175 BROWN, CHARLES. "Equalizing Differences in the Labor Market." *Quarterly Journal of Economics* 94 (February 1980):113-134.

The theory of equalizing differences asserts that workers receive compensating wage premiums when they accept jobs with undesirable nonwage characteristics, holding the worker's characteristics constant. Previous research provides only inconsistent support for the theory, with wrong-signed or insignificant estimates of these wage premiums fairly common. An oftcited reason for these anomalies is that important characteristics of the worker remain unmeasured, biasing the estimates. In this paper, longitudinal data are used to test this conjecture. Although such data improve the control for worker characteristics, the plausibility of the estimates is not markedly improved. Alternative explanations for these results are considered. Cohort: B.

176 BROWN, CHARLES. "Estimating the Effects of a Youth Differential on Teenagers and Adults." Report of the Minimum Wage Study Commission 5 (1981):389-427.

This paper reviews and selectively supplements previous work on the effects of a youth differential. Topics covered include: the effect on demand for teenagers and adults; the effect on teenage labor supply; the effect on human capital accumulation; restrictions typically placed on use of the differential in actual legislative proposals; tax credits and youth differentials. Cohort: Y.

177 BROWN, CHARLES. "A Model of Optimal Human-Capital Accumulation and the Wages of Young High School Graduates." *Journal of Political Economy* 84 (April 1976):299-316.

This paper estimates the parameters of Ben-Porath's model of optimal accumulation of human capital over the life cycle. A discrete-time version of the model is presented, and previous estimates of its parameters are considered. Using longitudinal data on wages of young white high school graduates, these parameters are reestimated. The point estimates of the two key parameters (the discount rate and the elasticity of investment costs with respect to investments) are implausible on a priori grounds, confirming the essentially negative conclusions of earlier studies. Cohort: B.

178 BROWN, CLAIR. "How 'Economic' are Women's Work Decisions?" Presented: San Francisco, American Sociological Association Meeting, 1982.

Work decisions for women (aged 37-51 in 1974) are simulated assuming that women maximize the economic return to work within an institutional framework. In addition to the wage test, which measures the potential market wage against the value of housework time, a minimum income test is used. Within this framework, only one-third of the women's work decisions were consistent with the efficiency test based on wages. Over half of the decisions were market-oriented (i.e., women were working more than predicted) and one-tenth were home-oriented. With the income test added, three out of seven women's work decisions were economically rational and one-third were market-oriented. Cohort: W.

179 BROWN, MURRAY and MANSER, MARILYN. "Estimation of the Demand for Marriage Based on a Bargaining Model." Discussion Paper 419, Economics Research Group, State University of New York at Buffalo, 1977.

The paper begins with a summary of the M-B model of household formation, deriving the conditions under which a marriage will take place, the reasoning underlying the threat point specification, and the effects on the marriage decision of changes in the exogenous variables, especially the effect of changes in the female wage rate. The marriage realization equation and its stochastic specification are given. For both whites and blacks, the wage and income variables are significant determinants of the marriage decision. If the marriage decision is responsive to the same factors that influence the fertility, labor supply, and consumption decisions of married couples, then the total impact of those factors on the latter decisions cannot be assessed without reference to changing marriage patterns. Cohort: W.

180 BROWN, MURRAY and MANSER, MARILYN. "Neoclassical and Bargaining Approaches to Household Decision-Making with an Application to the Household Labor Supply Decision." Presented: Vienna, Austria, Econometric Society, 1977.

The authors focus on the differences in the household demand functions that derive from the neoclassical model on the one hand, and the bargaining solutions on the other hand. Using data for households which include nonworking wives, the authors obtain estimates of leisure demand functions which are based on our most general bargaining models and test various restrictions on them. The empirical results indicate that the neoclassical restrictions are not appropriate for our data. Specifically, the test for equal effects of male and female incomes on household demands is rejected and symmetry of the Slutsky Matrix is also rejected. The authors offer a bargaining approach as an alternative to the neoclassical complete system of demand equations. Cohort: W.

181 BROWN, RANDALL S.; MOON, MARILYN; ZOLOTH, BARBARA S. "Incorporating Occupational Attainment in Studies of Male-Female Earnings Differentials." *Journal of Human Resources* 15 (Winter 1980):3-28.

This study focuses on determining the extent to which differences between males and females in hourly wages are due to differences in occupational distribution versus unequal pay within occupational categories, and to what extent these differences in occupation and wages are explainable by differences between the sexes in observed attributes. The results show that only 14 to 17 percent of the total wage differential is attributable to differences in endowments. Most of the unexplained difference in overall wages arises from unexplained differences in wages within the broad occupational categories rather than from unexplained differences in occupational distributions. Cohort: M W.

182 BROWN, RANDELL S.; MOON, MARILYN; ZOLOTH, BARBARA S. "Occupational Attainment and Segregation by Sex." *Industrial and Labor Relations Review* 33,4 (July 1980): 506-517.

The authors use multinomial logit and multiple discriminant analyses to predict the probabilities that an individual will attain each of several occupational categories based on the individual's characteristics and qualifications. By estimating the parameters of this model from a sample of men and then applying them to a sample of women, the authors simulate the occupational distribution that these women would have attained had they been treated as if they were men. Even after making adjustments for taste differences between men and women, the authors find that their hypothetical results vary substantially from women's actual occupational distribution. They conclude that a significant proportion of occupational segregation by sex can be attributed to discrimination. Cohort: M W.

183 BUCHELE, ROBERT. "Jobs and Workers: A Labor Market Segmentation Perspective on the Work Experience of Middle-Aged Men." Presented: Boston, Secretary of Labor's Conference on the NLS of the Pre-Retirement Years, 1976.

By using a labor market segmentation perspective, the work experiences and earnings of middle-aged men are analyzed. The results show that substantially more favorable outcomes are consistently associated with jobs in higher complexity and autonomy occupation classes and with "core" industries. In addition, the influence of human capital variables and various measures of the worker's "circumstances of employment" on the outcomes being studied, varies according to the worker's occupation class. Cohort: M.

184 BUCHELE, ROBERT. "Jobs and Workers: A Labor Market Segmentation Perspective on the Work Experience of Younger Men." Ph.D. Dissertation, Harvard University, 1976.

This thesis utilizes a labor market segmentation framework to analyze the work experiences (attitudes, employment stability, earnings and occupational achievement) of a sample of young men from the National Longitudinal Surveys Career Thresholds data. Jobs are classified by detailed Census industry and occupation, and the outcomes experienced by individuals are analyzed to determine: (1) the separate contribution, apart form workers' personal (human capital) characteristics, of job class in accounting for differences among workers in earnings, job satisfaction and employment behavior; (2) how workers' personal attributes interact with job characteristics in generating these outcomes; and (3) how personal characteristics influence individuals' job (occupational class) location. Cohort: B.

185 BUCHELE, ROBERT. "Sex Discrimination and Labor Market Segmentation." In: *The Dynamics of Labor Market Segmentation*, Frank Wilkinson, ed., New York: Academic Press, 1981.

Sex discrimination in employment and earnings is analyzed from a labor market segmentation perspective. This provides a useful framework because it focuses clearly on the two forms which discrimination may take: job discrimination (unequal access to certain classes of jobs) and pay discrimination (unequal pay in similar kinds of jobs). Cohort: B G.

186 BUCHELE, ROBERT and ALDRICH, MARK. "How Much Difference Would Comparable Worth Make?" *Industrial Relations* 24 (Spring 1985): 222-233.

Using data from both the NLS of Young Men and Young Women as well as the Dictionary of Occupational Titles, the authors propose a model of employment and earnings determination which specifies that workers' earnings are determined primarily by the requirements or characteristics of their job. The authors conclude that women are differentially rewarded for their job requirements and tenure irrespective of the sex composition of their job and that more than crowding or excess supply of women in women's jobs must be involved. The findings suggest that comparable worth, narrowly defined as equal returns to this study's measures of job requirements (e.g., GED, SVP), would reduce the earnings gap by about 63 percent. Requiring equal returns to job tenure would reduce the gap by another 35 percent. In conclusion, the paper discusses some qualifications to the study's findings as well as the implications for occupational segregation as a causal factor in the male-female earnings gap and the impact of comparable worth on the laws of supply and demand. Cohort: B G.

187 BUCHELE, ROBERT and ALDRICH, MARK. "Where to Look for Comparable Worth." In: *Comparable Worth: Analyses and Evidence*, A. Hill and M. Killingsworth, eds., Industrial Relations Press, 1989.

188 BURK, JAMES. "Patriotism and the All-Volunteer Force." *Journal of Political and Military Sociology* 12 (Fall 1985): 229-241.

This paper considers the impact of patriotic motives on decisions by youths to enlist in the armed forces. Based on an analysis of the 1980 NLSY, it argues against the conventional focus on levels of pay and other market-linked conditions of work as explanators of why youths enlist. The principal conclusion is that patriotism, defined as readiness to act in the service of one's country, plays a critical part in affecting the quality and composition of the All-Volunteer Force. Cohort: Y.

189 BURRELL, LINELL. "Male Workers' Attitudinal Perceptions of Their Jobs and Their Characteristics: A Two-Cohort Analysis." Ph.D. Dissertation, The Pennsylvania State University, 1980.

The purpose of this study was to determine if there were job-related attitudinal changes between younger and older male workers and to explore the relationships associated with their job attitude and the differences between the cohorts. The data on the cohorts were part of a data base collected by the NLS. The cohorts used in this study were males between the ages of 20 to 30 and 50 to 64, in the year surveyed. Statistical treatments used were frequency analysis, chi-square analysis, multiple regression analysis and a comparison of means analysis (using program t-test). Significant relationships were found between the cohorts' job attitude and age, class of worker (wage, salary, self-employed and other), income, race and self-esteem measurements (Rotter Scales). Nonsignificant relationships were found between job attitude and the number of dependents (excluding wife), industry (worker was associated with), health and physical limitations, education, marital status and self-esteem measurements (Rotter Scales). It was concluded that: (1) cohort differences related to job attitude were more significant for older workers than for the younger workers; (2) racial differences were diverse between the cohorts; (3) cohort differences measuring self-esteem of the workers were more intrinsic and extrinsic for the older workers than for the younger workers; (4) health-related man hours loss from job was significantly higher for older workers although minority workers of both cohorts had less health-related time loss from employment than their white counterparts; (5) job attitudes and marital status were associated with one another and provided information that was interpreted. Cohort: B M.

190 BUTLER, J.S. and MOFFITT, ROBERT. "A Computationally Efficient Quadrature Procedure for the One-Factor Multinomial Probit Model." *Econometrica* 50 (May 1982):761-764.

In this note, the authors point out that the use of Gaussian quadrature is extremely efficient and is well within the bounds of computational feasibility on modern computers. They state the nature of the integrals that need to be evaluated, provide a brief exposition of Gaussian quadrature, and provide a numerical illustration of its use in estimating a one- factor multinomial probit model. Cohort: G.

191 BUTLER, RICHARD J. and EHRENBERG, RONALD G. "Data from the Consortium for Longitudinal Studies: Its Potential Use in Analyzing the Educational and Labor Force Outcomes of Disadvantaged Youth." Final Report, Assistant Secretary for Policy, Evaluation, and Research, U.S. Department of Labor, 1980.

The report summarizes the potential usefulness of a rather unique data base collected by the Consortium for Longitudinal Studies (CLS) based at Cornell University in analyzing labor market outcomes of young people. This data base compares favorably to the National Longitudinal Surveys data in terms of breadth of information on current labor market status, family background, and health and attitudinal (both with respect to school and work) measures. It lacks, however, detailed information on family assets, labor market histories, and crucially, on participation in government-sponsored programs after the onset of formal schooling. Its singular contribution results from its being a longitudinal study of disadvantaged youth, many of whom were enrolled in pre-school intervention programs that began before their formal schooling performance was recorded. Unfortunately, the independent beginnings of the CLS data bases' component projects lead to what is undoubtedly its chief defect--the lack of a cohesive sampling design. Cohort: B Y.

192 CADDELL, KAREN E. and LYON, LARRY. "Culture of Poverty: An Empirical Evaluation." Presented: the Meetings of the Southwestern Sociological Association, 1979.

Using data from the NLS of Young Men, the culture of poverty model (i.e., that individual characteristics of the poor aid in maintaining their poverty) was evaluated. Multiple regression aided in determining the most important variables. The causal effects of these variables were analyzed with path models. The results indicate that individual cultural variables (family size, home reading material, IQ) combine with structural variables (region, standard metropolitan statistical area) to contribute to maintaining low levels of pay and prestige across generations. Thus, limited support for the culture of poverty is found. Cohort: B.

193 CAIN, VIRGINIA S. "Changing Fertility Expectations of American Youth." Ph.D. Dissertation, University of Maryland, 1986.

Recent research indicates that the discrepancy between final fertility and earlier birth expectations results not only from people not achieving their original goal but also from the goal itself changing. This study tested the hypothesis that changes in fertility plans are related to other events occurring in the lives of the young adults. This research examined changes in fertility plans between 1979 and 1983 among the NLSY, a large national sample of young adults between 14 and 21 years old in 1979. The sample was divided on the basis of gender, racial/ethnic group, age, and parental status, that is, no children, first child born between 1979 and 1983, and first child born before the 1979 interview. Multinomial logit was used to examine whether an increase, decrease, or no change in number of births expected could be explained by changes in various aspects of the work and family arenas of life. Findings showed considerable change in fertility plans between 1979 and 1983. Almost 50 percent of the sample reported a change, with the majority of those reducing the number of children expected. Variables most important for explaining changes in birth expectations were those related to family formation. Generally, marriage was associated with a reduced likelihood of lowering birth expectations while divorce increased the likelihood of reducing the expected number of children. Among women who had a first birth between the two interviews, factors associated with their children were most important for explaining change. Factors associated with the birth of the men's children were less important in explaining changes in their fertility plans than those measuring aspects of their current relationships with children, i.e. whether the men lived with their biological children and/or step- or adopted children. The results point to several areas that could benefit from further investigation. The models providing the best fit of the data were those for white women with children. This suggests the need for considering a different framework for explaining fertility among non-whites. The exploratory analyses of the data from the men and childless women show the importance of family formation issues for fertility plans but indicate the need for considering the multiplicity of family forms in which young adults live. Cohort: Y.

194 CALDERON, VIVIAN. "Maternal Employment and Career Orientation of Young Chicana, Black, and White Women." Ph.D. Dissertation, University of California, Santa Cruz, 1984.

Data from the 1979 NLSY provide support for a causal model of career orientation in which maternal employment plays a primary role. Career orientation measures of (1) work commitment and (2) realism in planning educational, vocational and birth goals were significant work related issues for young women 16-22 years of age. Maternal employment operates via enrollment and family attitude variables to raise career orientation. Effect sizes and the pattern of relationship among the model variables differs for each ethnic/racial group when a causal structure is imposed on the data. For all groups, the more employment observed, the greater the positive effects. Largest significant direct effects for maternal employment are observed in the white sample, followed by blacks. But hierarchical causal analysis indicates the largest significant total effects for maternal employment occur in the Chicana sample, followed by blacks. Particularly noteworthy is the way maternal employment vitiates traditional gender role attitudes among Chicanas. For young black women, the effects of maternal employment are more uniform across the intervening variables, with enrollment status playing a slightly larger role in raising career orientation scores. A review of the status attainment literature provides the background for the study. The review is organized by gender, race/ethnicity, and developmental stage. Cohort: Y.

195 CALHOUN, CHARLES A. and ESPENSHADE, THOMAS J. "Childbearing and Wives' Foregone Earnings." Population Studies 42,1 (March 1988): 5-37.

This paper combines multi-state life-table analysis and the human capital model of wages to derive new estimates of the impact of children on hours of market work and earnings for American women aged 15 to 55. Panel data from the NLS Mature Women, Young Women, and NLSY are used to estimate multi-state tables of working life and to assess the impact of fertility on female labour force behaviour. Potential earnings based on a human capital wage model are combined with the working life histories implied by the life-table analysis to estimate opportunity expenditures (i.e. the money value of foregone employment opportunities) associated with different childbearing patterns. The impacts of race, school enrollment, educational attainment, marital status, marital status changes, birth cohort and fertility are considered. Some specific findings are: (1) with identical childbearing patterns, white women forego roughly five times as much as black women in market earnings between the ages of 15 and 55 - approximately $25,000 per birth for white women, versus $5,000 per birth for black women, in 1981 dollars; (2) foregone hours of market work per birth are two to three times higher for white women than for black women approximately 1,500 to 3,000 hours per birth for white women, compared with 600 to 1,000 hours per birth for black women; (3) opportunity expenditures for white women and more educated black women have been declining over time; (4) opportunity expenditures on children are roughly proportional to the number of births, for women of similar background and labour market experience; and (5) it is the labour supply reductions immediately following each birth that contribute most to observed opportunity expenditures, whereas the marginal effect of total family size is small by comparison. Cohort: G W Y.

196 CALL, VAUGHN R. A. and OTTO, LUTHER B. "On "The Effects of Early Marriage on the Educational Attainments of Young Men": Comment on Kerckhoff and Parrow." *Journal of Marriage and the Family* 41,2 (May 1979): 217-223.

While K. Kerchoff and A. Parrow's study is stated to be similar to an earlier one by V.R.A. Call and L.B. Otto, they find, not that early marriage has no significant effect on educational attainment, but that it has a negative effect. The authors suggest that this difference is due to their inclusion of a control on education prior to marriage. There are difficulties, however, in their use of the 1970 NLS Young Men's panel, rather than data from Lenawee County followed up after fifteen years, as a basis for conclusions. Both the theoretical and estimation models used also differ. A reanalysis of the Lenawee County data from the Call and Otto study confirms the original conclusions. In reply to Call and Otto, Alan C. Kerckhoff and Alan A. Parrow state that the reanalysis of the Lenawee County data does add to the understanding of the issues, confirming that the inclusion of a measure of academic performance is crucial. However, the paper criticized was not an attempt at replication, but a separate study. The two studies produce similar results when the same model is used; but when academic achievement is included in the model, results differ. Further investigation is needed to produce definitive conclusions. Cohort: B.

197 CAMARA, WAYNE J. and COLOT, PATRICIA L. "The Reality of Longitudinal Data Collection: Locating Vanishing Veterans." Presented: New York, Annual Convention of the American Psychological Association, 1987.

This paper investigates the utility of various procedures used to locate and interview veterans as part of a longitudinal research study being conducted for the Department of Defense. The populations are comprised of below entry aptitude standards males who entered the military during the late 1960s, and potential ineligibles who entered between 1976 and 1980. The latter group entered because of the misnorming of the enlistment exam scores. Several methods were used to locate subjects of both populations and compared to existing data collected from National Longitudinal Surveys on equivalent samples of low-aptitude non-veteran males. Future researchers are encouraged to investigate multiple locating methodologies and assess the quality of existing data and known characteristics of the population prior to embarking on longitudinal data collection with special populations. [ERIC ED-290775] Cohort: Y.

198 CAMERON, A. COLIN. "Youth Earnings and Work Experience." Ph.D. Dissertation, Stanford University, 1988.

The annual work experience and the annual earnings of youth are analyzed using data from the NLSY. Unlike previously available data sets, the NLSY provide data on every job held by youth, and monthly data on school attendance. Youth work experience is usually described using survey week data, or annual data on weeks worked and average weekly hours that sums over all jobs. In the first study, annual work experience is additionally investigated at the level of the individual jobs held by each youth in the sample. The experiences of in-school and out-of-school youth are separately analyzed. NLSY data for 1978-84 highlight the extent to which employment and schooling are not mutually exclusive. Youth attending school show a very strong attachment to the workforce, one that is understated by Current Population Survey statistics and underemphasized in the literature. Youth not only exhibit great job mobility, but there is great variation in the hours and wages of the different jobs held. Some of these jobs may be held simultaneously. These features are usually not incorporated in models of youth labor supply. In standard economic analyses that use annual earnings, the potential contamination of results because of measurement error in earnings is acknowledged. However, without additional information it is impossible to either gauge the magnitude of the measurement error or take corrective action. Such additional information is available from the NLSY, since for each individual in each year two separate measures of annual earnings are available. In the second study, multiple indicator models are fitted to these two measures of earnings. NLSY data for 1980-84 for out-of-school youth indicate that measurement error accounts for approximately 20 to 30 percent of the variance of the logarithm of earnings, and even more of the variance in the change in the logarithm of earnings. Measurement error is serially uncorrelated. Controlling for measurement error, true earnings need not be differenced, but may follow a process more complex than a simple AR(1) process. [UMI ADG88-08352] Cohort: Y.

199 CAMPBELL, JOHN M. "Household Demand: A Synthesis of Interdisciplinary Theory and Empiricism." Ph.D. Dissertation, University of Oklahoma, 1975.

Resurgence of social scientists' concern with household demand has created intradisciplinary disputes within economics over the exact interaction of the economic determinants of marriage, labor force participation, and fertility. To test the validity of opposing views, a theoretical model of household utility maximization is developed initially and then tested empirically using a novel data base and several estimation procedures. In general, the results make the following tentative observations: (1) average wage rates are an inadequate proxy for general time value; (2) racial differences in household demand cannot be accurately measured by analysis of covariance estimation procedures; (3) ordinary least squares are generally inferior to the Tobit and Twin Linear probability estimation procedures; (4) contrary to Willis' and the new household demand school of thoughts belief, individual family member utility functions are not independent; and most importantly, (5) competing views within economics and other social scientists contributions reinforce each other when all are included simultaneously as household demand determinants. Cohort: W.

200 CAMPBELL, JOHN M. and THOMAS, R. WILLIAM. "A Comparison of Alternative Limited Dependent Variable Estimators."

This paper is included in the monograph by P.R. Gregory, "The Economics of Fertility, Educational Choice and Labor Force Behavior," NIE Monograph, November 1976. Cohort: W.

201 CAMPBELL, PAUL B. and BASINGER, KAREN S. "Economic and Noneconomic Effects of Alternative Transitions Through School to Work." Columbus, OH: National Center for Research in Vocational Education, The Ohio State University, 1985.

This study, using multiple regression analysis, estimates the influence of various secondary educational pathways as well as postsecondary pathways on selected economic and noneconomic outcomes. Economic outcomes are based primarily upon the data available in the NLSY. Investigation of noneconomic outcomes is based upon data from the High School Class of 1972. Previous findings of earnings advantages in favor of white males relative to white women, even when education and ability are controlled, were confirmed again. High school vocational graduates employed in training-related jobs enjoyed significant earnings advantage over otherwise similar general curriculum graduates. For the most part, youth who obtain a postsecondary credential earn significantly more than those who end their education with a high school diploma. In some cases there appears to be an earnings benefit for those who had attended postsecondary school but had not obtained a degree. For other labor market outcomes, such as labor force participation and employment stability, the influence of various educational pathways is less clear, but it tends to be positive. With respect to noneconomic outcomes, those who achieve a postsecondary degree (other things being equal) are not likely to register and vote and to accept as positive the current societal trend toward broadening the role of women in the labor market. Research including knowledge of costs as an element in choice is recommended, as well as policies that result in better informed student choices. Cohort: Y.

202 CAMPBELL, PAUL B.; BASINGER, KAREN S.; DAUMER, MARY BETH; PARKS, MARIE B. "Outcomes of Vocational Education for Women, Minorities, the Handicapped, and the Poor." Columbus, OH: The National Center for Research in Vocational Education, The Ohio State University, 1986.

This study examined the effects of the high school curricula on labor market and postsecondary education for women, minorities, handicapped persons, and those of low socioeconomic status. It used data from the NLSY and the High School and Beyond Survey. The emphasis of the study was upon the effects of high school, vocational education, although academic education was also included in the analysis. Vocational education conveys an advantage in wages and earnings if the respondent graduated from high school and works on a training-related job. It also provides an opportunity, comparable with general curriculum graduates, for postsecondary education. When compared to others like themselves, Hispanics and blacks are less likely than majority whites to be enrolled in vocational education in high school. There is a large deficit in earnings related to gender, with women in every group earning less than men. Minority and white women are at the greatest disadvantage, and Hispanic women are at the least, but still substantially disadvantaged. However, a similar wage disadvantage does not hold for minority men compared with majority white men. These findings apply only to high school graduates. Cohort: Y.

203 CAMPBELL, PAUL B.; ELLIOT, JACK; HOTCHKISS, LAWRENCE; LAUGHLIN, SUZANNE; et alia. "Antecedents of Training-Related Placement." Mimeo, National Center for Research in Vocational Education, The Ohio State University, 1987.

Using data from the NLSY and High School and Beyond surveys, this study examines personal and school characteristics associated with training-related job placement for graduates of high school vocational programs. Previous studies have found training-related placement to be positively associated with wages, labor force participation, and employment. This study confirms these associations with more recent data. Multivariate analysis is used to assess the validity of conceptualized influences on training-related placement in the first job, the current job, and the total time in the labor force. The principal findings were that level of concentration and grades in the vocational specialty were associated with training-related placement and that being in the trades and industrial specialty correlated with increasing rates of training-related placement over time. Cohort: Y.

204 CAMPBELL, PAUL B.; ELLIOT, JACK; LAUGHLIN, SUZANNE; SEUSY, ELLEN. "Dynamics of Vocational Education Effects on Labor Market Outcomes." Mimeo, National Center for Research in Vocational Education, The Ohio State University, 1987.

This study investigates the economic outcomes of vocational education. The model takes into account the lifetime earnings of both vocational and non-vocational students. NLSY data were utilized and expected lifetime earnings were estimated from Census data to test the model. Findings were that vocational education provides, in the short term, a direct wage advantage for vocational students in jobs related to their training compared with those without such training and that over time this advantage becomes indirect, operating through increased hours of work and fuller employment rather than through higher wages. Academic courses taken to the exclusion of vocational courses have a negative association with discounted lifetime earnings when postsecondary attendance is controlled. Moderate concentration in vocational courses combined with academic courses seems to yield the highest lifestream earnings. Cohort: Y.

205 CAMPBELL, PAUL B.; GARDNER, JOHN A.; SEITZ, PATRICIA; CHUKWUMA, FEDELIA; et alia. "Employment Experiences of Students with Varying Participation in Secondary Vocational Education: A Report Based on the 1979 and 1980 NLS New Youth Cohort." Report, Columbus, OH: National Center for Research in Vocational Education, The Ohio State University, 1981.

This study used a new specification of participation in vocational education to estimate the effects of high school curriculum on the labor market experiences of youth. The new specification was developed by operationalizing five descriptive concepts that reflect the variability of vocational participation. Cases were assigned to a pattern group based on the scores obtained from transcripts for these concepts. The five pattern groups were labeled Concentrator, Limited Concentrator, Concentrator/Explorer, Explorer, and Incidental/Personal and were ordered by the degree of involvement in vocational education. Estimates were derived for effects on earnings, training-related placement, labor force status, job prestige, and other job characteristics. The NLSY data were supplemented by a sample of high school graduates for whom complete high school transcripts for grades nine through twelve were available. Comparisons with another national sample show it to be representative of high school youth. Job characteristics by patterns of participation in vocational education were analyzed using several bivariate cross-tabulations. Training-related placement and labor force status were examined using logto be representative of high school youth. Job characteristics by patterns of participation in vocational education were analyzed using several bivariate cross-tabulations. Training-related placement and labor force status were examined using loglinear analyses of multiway tables. Estimates of effects on earnings were obtained using ordinary least squares regression. Cohort: Y.

206 CAMPBELL, PAUL B.; GARDNER, JOHN A.; SEITZ, PATRICIA. "High School Vocational Graduates: Which Doors Are Open?" Report, Columbus, OH: National Center for Research in Vocational Education, The Ohio State University, 1982.

The information presented in this report has been assembled from a series of studies directed toward an understanding of the nature and consequences of secondary vocational education. Different patterns of participation in vocational education in the secondary school can be reasonably assumed to have varying effects upon participation in the labor market and upon participation in additional schooling prior to labor market entry. Socioeconomic status, sex, and race appear to influence the patterns of participation in vocational education. There was no pattern of significance that suggested that more intensive vocational preparation was systematically associated with reduced levels of postsecondary attendance. Higher levels of educational aspirations were associated with higher probabilities of post-secondary participation. Additional factors that positively influence postsecondary participation include class rank, and for whites only, parents' education. Cohort: Y.

207 CAMPBELL, PAUL B.; GARDNER, JOHN A.; WINTERSTEIN, PAUL. "Patterns of Transition Between Work and School." Columbus, OH: National Center for Research in Vocational Education, The Ohio State University, 1984.

This study empirically determined the most frequently followed pathways that describe the transition from secondary education to work as the principal activity. The role of postsecondary education in its various forms of participation was accounted for by use of four key concepts: delay, interruption, degree and sequence. Thirty pathways accounted for 87 percent of the Class of '72 respondents and 90 percent of the NLSY respondents. Because substantial portions of the NLSY had not been graduated for an ample time to allow for a relatively larger proportion of those in delayed pathways and a smaller portion in the no post- secondary pathways, some changes are expected. The key finding is that there is no "average" pathway. For the NLSY, 64 percent of the respondents attended some kind of postsecondary program. But no single pathway within this 64 percent accounted for as much as a fifth of the respondents. A number of potentially causative descriptive variables were considered, with results in general assuming expected directions. These will be analyzed more rigorously in the next phase of this research. Cohort: Y.

208 CAMPBELL, PAUL B.; GARDNER, JOHN A.; SEITZ, PATRICIA. "Postsecondary Experiences of Students with Varying Participation in Secondary Vocational Education." Report, Columbus, OH: National Center for Research in Vocational Education, The Ohio State University, 1982.

This report examined the effects of secondary vocational education on the post-high school educational activities of youth. The major findings are: (1) A majority of high school graduates, both vocational and nonvocational, enroll in some type of postsecondary program. (2) Higher levels of educational aspirations were associated with higher probabilities of postsecondary participation. This was true for attendance in four-year colleges and in all postsecondary programs combined. In fact, educational aspirations explained a larger proportion of postsecondary behavior than any other variable. (3) Less frequent participation in postsecondary programs was found for minority youth with at least some vocational experience. There was, however, no pattern of significance that suggested that more intensive vocational preparation was systematically associated with reduced levels of postsecondary attendance. For whites, secondary vocational education does not seem to reduce overall postsecondary participation, although it does influence the type of postsecondary program pursued. (4) Additional factors which positively influence postsecondary participation include class rank and, for whites only, parents' education. Living in the West was associated with a higher attendance in two-year colleges, and, for certain subgroups of the youth population, a higher unemployment rate and residence in a rural area showed an increased likelihood of postsecondary participation. Cohort: Y.

209 CAMPBELL, PAUL B.; MERTENS, DONNA M.; SEITZ, PATRICIA; COX, STERLING. "Job Satisfaction--Antecedents and Associations." Report to the U.S. Department of Education, 1982.

This study used data from the NLSY, integrated with the high school transcripts of a substantial proportion of those youth who had already graduated from high school, to consider the nature and the associations of job satisfaction for those who were employed. A factor analysis of those survey items that were intended to tap job satisfaction, together with other items having construct potential, identified four forms of job satisfaction: (1) personal on-the-job development; (2) working conditions; (3) job rewards; and (4) human interactions. These were related to vocational education, job characteristics, race and sex, hourly rate of pay, occupation, and motivation. Vocational education was found to be positively related to working conditions and, indirectly, to personal on-the-job development and job rewards. The largest factor in job satisfaction was occupation, which was usually, although not always, positive. Cohort: Y.

210 CAMPBELL, PAUL B.; ORTH, MOLLIE N.; SEITZ, PATRICIA. "Patterns of Participation in Secondary Vocational Education: A Report Based on Transcript and Interview Data of the 1979 and 1980 NLS New Youth Cohort." Report, Columbus, OH: National Center for Research in Vocational Education, The Ohio State University, 1981.

This study addressed the problem of the ambiguous description of vocational education as it applied to evaluation, research, and policy formation. A set of descriptive concepts was developed that embodied commonly held assumptions about vocational education. These included intensity of training, continuity of training, proximity of training to time of employment seeking, the diversity of program areas in which training was received, and the addition of logically related study outside the main area of concentration. These concepts were made operational by defining them in quantitative terms relating to credits, points in time, and areas of specialty. Patterns of participation were then described and tested against a sample of secondary vocational education participants. Five patterns were identified ranging from extensive involvement and commitment to vocational education to incidental use of available courses without establishing a specialty. The patterns held up well under alternative analyses. Cohort: Y.

211 CAMPBELL, RICHARD T. and HENRETTA, JOHN C. "Status Claims and Status Attainment: The Determinants of Financial Well-Being." *American Journal of Sociology* 86 (November 1980):618-629.

This paper examines the dimensionality of status measures related to net worth and occupation. The measures of status considered include: home equity, savings, real estate assets, business assets, earnings, and pension coverage. The authors consider the role of each in status evaluations and examine empirically whether the process of attainment of each is the same. This hypothesis is rejected and a final model presented that allows a different process of attainment for each measure. It was found that, net of earnings, family formation measures have large effects on the different status measures consistent with different patterns of family needs. Finally, the implications of using wealth and consumption measures as measures of status are discussed. Cohort: M.

212 CAMPBELL, RICHARD T.; MUTRAN, ELIZABETH; PARKER, ROBERT N. "Longitudinal Design and Longitudinal Analysis: A Comparison of Three Approaches." *Research on Aging* 8,4 (December 1986): 480-502.

This paper compares three methods of analyzing data in longitudinal studies of aging: multivariate analysis of variance (MANOVA), the LISREL structural equation method, and event history analysis. The basic concepts of each approach are explained, and each technique is applied to data from the National Longitudinal Surveys of Labor Market Experience to illustrate its use in analyzing factors affecting the retirement decision. The results indicate that each approach has a particular conceptualization of development and change and particular design requirements, and therefore each is appropriate under different data collection regimes. MANOVA is ideal for comparisons of groups over time because its tests are precise and unambiguous, but it does not provide information about the process by which people withdraw from the labor force. The LISREL path analytic approach deals well with the concept of an intervening variable and permits nonadditivity and nonlinearity, but it does not deal well with causal contingencies or permit tests of alternative sequences. Event history or transition models requires exact information on the timing of transitions, and it can be used to estimate a number of models under various assumptions about the form of the underlying transition rate. [AgeLine] Cohort: M.

213 CAMPIONE, WENDY A. "Predicting Participation in Retirement Preparation Programs." *Journal of Gerontology* 43,3 (May 1988): 91-95.

The probability of participation in a retirement preparation program was estimated by applying a logit regression model to data from the 1981 NLS of Older Men. The final sample consisted of 294 retired men who were aged 45 to 59 in the initial survey year (1966) and who had had the opportunity to participate in a retirement planning program. Variables postulated to influence participation were occupational status, preretirement income, job satisfaction, health status, change in health, marital status, pension eligibility, prior unemployment, constraint by mandatory retirement rules, and expected retirement experience (i.e. plans for retirement). Occupational status, marital status, health status, preretirement income, and constraint by mandatory retirement rules were significant predictors of participation. Moreover, a positive selectivity bias existed in that those individuals most likely to succeed in retirement were those who were volunteering for and participating in retirement preparation programs. [AgeLine] Cohort: M.

214 CANDIDO, ALBERTO DA COSTA. "The First Job: Its Determinants and Impact on Early Career." Ph.D. Dissertation, University of California, Los Angeles, 1983.

This work focused on the experience of young men and young women as they enter into the labor force. As the entry process is a crucial element within the overall process of social stratification, it was examined in the context of stratification research. Such research has drawn upon three theoretical perspectives to guide data collection and analysis: functionalism; neo-Weberian conflict perspective; and neoMarxism. Each perspective leads to distinctive hypotheses regarding the stratification process, and therefore suggests equally distinctive hypotheses regarding entry into the labor force. These hypotheses were tested with sub-samples from the NLS. These sub-samples were composed of young men and women who reported the occupation of their first job defined as that on which they worked at least a month after having left school full-time. The sub-samples were drawn from two samples representative of the national civilian non-institutionalized population aged 14 through 24. The results showed that the assumptions embodied in the functionalist model of determinants of occupational status and earnings are closer to the facts than the assumptions based upon correspondence theory, a neo-Marxist perspective. The basic Blau-Duncan model was successfully replicated. In comparison with the other perspectives, the assumption that the neo-Weberian model would more adequately account for variation in occupational and earnings attainment of respondents was demonstrated. This model further indicated the relevance of factors such as sex, race, and industrial sector in predicting occupational status and earnings. Results suggested that rather than pursuing analysis of status attainment from diverse theoretical perspectives, the appropriate approach is eclectic. Each perspective identified relevant predictors, and these could readily be combined in an eclectic model. However, even such an eclectic model would not be likely to explain more than one half of the variance in occupational status and earnings. Cohort: B G.

215 CANTERBERY, E. RAY. "A Vita Theory of the Personal Income Distribution." *Southern Economic Journal* 45 (July 1979):12-47.

This paper develops a testable theory of the personal income distribution in which the distribution of endowments is endogenous. Human capital theory is modified by integration with labor market theory (hence, the term vita theory) and with the results of the discrimination and migration literature. This approach provides a general framework for otherwise diffuse empirical findings in which personal income differentials are attributed to education, experience, training, dual labor markets, as well as to differences in race, sex, class, and region. Variables over which individuals have personal control and those in which they as members of society have collective control are delineated; thus the relation of endowments to public policy choices also is made clear. Cohort: B.

216 CARLINER, GEOFFREY. "Measurement Error and the Estimation of Labor Supply Functions from Panel Data." Mimeo, University of Western Ontario, N.D.

A model in which the household's utility depends on the level of the composite good produced in each period with inputs of husband's and wife's home time and market goods is developed. Given the full wealth budget constraint, two wage elasticities are derived. The elasticity of an individual's labor supply with respect to a one period change in his own wage includes substitution in consumption across periods, substitution of his home time for other inputs to household production within the period, and a small wealth effect. The labor supply elasticity with respect to a permanent change in the wage in all periods includes only within period substitution and a large wealth effect. Thus the temporary elasticity is predicted to be more positive than the permanent wage elasticity, and presumably larger than zero. Cohort: M.

217 CARLINER, GEOFFREY. "Permanent and Transitory Wage Effects in a Multi-Period Family Labor Supply Model." London, Ontario: Department of Economics, University of Western Ontario, 1980.

Using a subset of 680 married white men, this paper develops a model in which the household's utility depends on the level of the composite goods produced in each period with inputs of husband's and wife's home time and market goods. Given the full wealth budget constraint, two wage elasticities are derived. The elasticity of an individual's labor supply with respect to a one period change in his own wage includes substitution in consumption across periods, substitution of his home time for other inputs to household production within the period, and small wealth effect. The labor supply elasticity with respect to a permanent change in the wage in all periods includes only within period substitution and a large wealth effect. Thus the temporary elasticity is predicted to be more positive that the permanent wage elasticity, and presumably larger than zero. The other findings of this paper are a significantly negative permanent cross wage elasticity of wife's wage on husband's weekly hours, but small and insignificant effects on other measures of husband's labor supply. Health, age, and education affect labor supply directly, as well as indirectly through their effect on wage rates. Finally, persistent differences among individuals account for over one fifth of the unexplained variance in the log of weekly hours, while temporary fluctuations or measurement error account for the remaining four fifths. Cohort: M.

218 CARLINER, GEOFFREY. "Social Security and the Labor Supply of Older Men." Final Report, Employment and Training Administration, U.S. Department of Labor, 1980.

The Social Security earnings test currently reduces benefits by fifty cents for each dollar earned above a certain exempt amount. Increasing the exempt amount or eliminating the earnings test altogether might: (1) encourage men who retire completely under current rules to work part time; (2) encourage pensioners who currently work part time to work more hours; and (3) encourage workers who currently receive no benefits even though they are eligible to become pensioners and work fewer hours. Regression results using data from the NLS of Older Men suggest retirement behavior. The estimated effects of wage rates and benefit levels also suggest that eliminating the earnings test will not increase labor supply but will increase the net cost to the government of Social Security pensions. Cohort: M.

219 CARLINER, GEOFFREY. "The Wages of Older Men." *Journal of Human Resources* 17 (Winter 1982):25-38.

Net depreciation rates in human capital are estimated from wage data on a longitudinal sample of Older Men aged 45-64. The results indicate that wage rates begin to decline in the early fifties at rates under one percent annually and decline at about two percent annually after age 60. This decrease was offset by the general increase in wage levels so that on average the real wages of men approaching retirement did not decline during the period studied. The general increase was larger for blacks than for whites, probably because of decreases in labor market discrimination between 1966 and 1974. An appendix presents a GLS estimator for a variance components model in which the number of observations per individual varies. Cohort: M.

220 CARLSON, ELWOOD. "Family Background, School and Early Marriage." *Journal of Marriage and the Family* 41 (May 1979):341-53.

The effects of family background and school attendance on the timing of early marriage are investigated, and findings show that marriage is indirectly influenced by families, through impact on school as an alternative to marriage. Black girls more often come from families with attributes leading to early marriage; however, they are half as likely to form early marriages as white girls from similar educational and family backgrounds. For whites, rural and low suburban rates of early marriages are consequences of differing family socioeconomic patterns by size and place. Cohort: G.

221 CARR, TIMOTHY J. "An Analysis of the Duration of Unemployment." Proceedings of the Business and Economic Statistics Section, American Statistical Association (1977):644-48.

This study presents an empirical test of a simple job search model where search continues until a job offer matches the searcher's previously established reservation wage. The results provide support for the model and as such conflict with other reservation wage studies which establish a negative relationship between reservation wages and the duration of unemployment. The study fits spell of unemployment data to a Weibull distribution and tests its hypotheses by examining the parameters of the distribution. Cohort: B.

222 CARR, TIMOTHY J. "A Comparative Study of the Duration of Unemployment of Young and Middle-Aged Men." Final Report, Employment and Training Administration, U.S. Department of Labor, 1979.

A number of hypotheses concerning the job search behavior of unemployed workers are tested in this study. The empirical literature on unemployment is reviewed and data from the NLS of Young Men (aged 14 to 24 in 1966) and Older Men (aged 45-59) are analyzed. Variables examined include: duration of search, return to search, wage offer level, probability of receiving an offer, search cost, and length of horizon. The unemployment duration model and the acceptance wage model are presented and discussed in terms of these variables. Transition rate (i.e., the probability of moving from unemployed to employed status) is analyzed. Findings are summarized both from a policy perspective and as an indication of the efficacy of the hypotheses tested, and directions for future research are suggested. Cohort: B M.

223 CASEY, FLORENCE M. "Work Attitudes and Work Experience: The Impact of Attitudes on Behavior." R & D Monograph 60, Employment and Training Administration, U.S. Department of Labor, 1979.

This report is based on the study *Work Attitudes and Labor Market Experience: Evidence from the National Longitudinal Surveys* by Paul Andrisani, Eileen Applebaum, Ross Koppel, and Robert C. Miljus of the Center for Labor and Human Resource Studies, Temple University, Philadelphia, PA. Cohort: B G M W.

224 CATTERALL, JAMES S. "A Process Model of Dropping Out of School: Implications for Research and Policy in an Era of Raised Academic Standards." Mimeo, University of California - Los Angeles, Center for the Study of Evaluation, 1986.

This paper draws on path-like models of student attrition developed by researchers concerned with American higher education to suggest a process model of dropping out of school which is applicable to secondary schools. It notes that existing research on school dropouts has been conducted largely without the guidance of such a model. Central features of the model, the academic and social systems of the school, are discussed and the influence of individual student characteristics and of activities in the larger social system are considered. Accumulated evidence on school dropouts is discussed in light of the suggested model. Ways in which this evidence tends to support the structure and central constructs of the model are explained. Four national longitudinal surveys are identified (Project Talent, Youth in Transition Survey, the NLSY, and High School and Beyond Survey) and the major studies describing the surveys and using them to study dropouts are cited along with their findings. Findings are reported in the areas of pupil background factors, in-school performance and activities, and out-of-school interactions. Some implications of the model for future research into dropping out, the effects of legislated academic standards for the high school diploma, and dropout prevention efforts are explored. Four pages of references as well as figures and tables are included. [ERIC ED-281137] Cohort: Y.

225 CHAMARETTE, STEPHEN. "Military Service as a Determinant of Post-Service Earnings." M.S. Thesis, Naval Postgraduate School, 1981.

The relationship between military service and post-service earnings was analyzed using the 1976 data of the NLS of Young Men (age 14 to 24 years in 1966). The sample was broken down by race and veteran status. When earning attributes were examined, it was found black veterans on average were socio- economically better off than black non-veterans, while the reverse was true for whites. This era, which included draftees, lottery selectees, and volunteers, failed to produce a military which was representative of society. The post-service earnings analysis indicates that the effect of military service on subsequent civilian income was negative. This effect was particularly true for those veterans who failed to use the military's in-service or post-service opportunities to further their general level of education or undertake vocational training. In sum, a term in the military has a more positive earnings effect than civilian unemployment, but a more negative earnings effect than civilian employment. A major recommendation is that programs withdrawing members from the civilian sector for extended periods need to compensate adequately those members either during or after service. Cohort: B.

226 CHAMBERLAIN, GARY. "Multivariate Regression Models for Panel Data." *Journal of Econometrics* 18,1 [Annals Supplement] (January 1982): 5-46.

The relationship between heterogeneity bias and strict exogeneity is examined in a distributed lag regression of y on x. The relationship is very strong when x is continuous, weaker when x is discrete, and non-existent as the order of the distributed lag becomes infinite. The individual specific random variables introduce nonlinearity and heteroskedasticity, so a framework suitable for the estimation of multivariate linear predictors is provided. A minimum distance estimator is used to impose restrictions, being generally more efficient than the conventional estimators, such as quasi-maximum likelihood. Computationally simple generalizations of 2- and 3-stage least squares exist to accomplish this efficiency gain. The sample of Young Men in the NLS is used to illustrate some of these ideas. Regressions on leads and lags of variables measuring union coverage, Standard Metropolitan Statistical Areas (SMSAs), and regions are reported. The results suggest that the leads and lags could have been brought about just by a random intercept, which gives some support for analysis of covariance type estimates. These estimates point to a substantial heterogeneity bias in the union, SMSA, and region coefficients. Cohort: B.

227 CHAMBERLAIN, GARY. "Omitted Variable Bias in Panel Data: Estimating the Returns to Schooling." *Annales de l'INSEE* 30-31 (April-September 1978):49-82.

This paper uses panel data to control for heterogeneity in estimating the effect of variables that are not changing over time. Identification is achieved by structuring the cross-equation residual covariances via a set of common omitted variables, which are in turn related to a set of measured exogenous variables. The principal finding is a substantial downward bias in regression estimates of the effect of schooling upon wages for a sample of young men. This finding is interpreted by relating schooling to the variance in experience-earnings profiles associated with investment in on-the-job training. Cohort: B.

228 CHAMBERLAIN, GARY and GRILICHES, ZVI. "More on Brothers." In: *Kinometrics: Determinants of Socio-Economic Success Within/Between Families*, P. Taubman, ed., Amsterdam: North Holland Publishing, 1983.

The major focus of this study is on estimating the income-schooling relationship in the presence of an unobserved ability variable. The main results are the negligible ability coefficient and the substantial schooling coefficient in the earnings equation. The authors expect the ability coefficient to increase as the sample ages. On the whole, they feel that the results from the expectation data are better indicators of the eventual peak schooling and ability effects. Cohort: B.

229 CHAMBERLAIN, GARY and GRILICHES, ZVI. "Unobservables with a Variance-Components Structure: Ability, Schooling, and the Economic Success of Brothers." *International Economic Review* 16 (June 1975): 422-449.

This article elaborates an econometric procedure aimed at detecting bias in earlier work on unobserved variables, but finds no bias. The authors promise to pursue further the question as to whether the effects of unobserved variables are more appropriately conceived of as fixed or random. Cohort: B.

230 CHAPMAN, BRUCE J. "An Economic Analysis of Quit Behavior: A Case Study of Young U.S. Males." Ph.D. Dissertation, Yale University, 1982.

This dissertation investigates theoretically and empirically the economic determinants of voluntary labor turnover. A model is developed that incorporates aspects of both search and human capital theory. The predictions of this framework are tested and confirmed in general with the use of the NLS of Young Men. The model assumes that workers attempt to improve lifetime earnings through job change, and will do so in response to stochastic changes in demand. These changes have implications for both wage levels and job opportunities. A major constraint to quitting is seen to be the existence of worker-financed firm specific human capital. These investments are not transferable and thus job change is more expensive the greater the opportunity cost of foregone returns. Perhaps the most important contribution of the thesis lies in the empirical analysis. Estimates of the worker's wage relative to the mean of his alternative distribution are derived through the use of residuals from an earnings function. It is demonstrated that this is a more appropriate test than the use of wage, the conventionally utilized variable. Further, approximations of worker-financed firm specific training outlays are computed through estimations of wage growth as a consequence of job specific tenure. A feature of this approach is the use of a two-stage least squares procedure treating tenure as an endogenous variable in the wage equation. The results suggest that ordinary least squares estimations misrepresent the relationship between tenure and wages. The quit estimations reveal that workers had higher probabilities of separation the lower was wage relative to the mean of the alternative wage distribution, the lower was age, the lower was firm specific tenure, the lower was specific training, if they did not belong to unions, if they were healthy and if they were white. This last finding is of interest given that it provides weak evidence for the existence of racial discrimination. This follows if blacks have higher expected durations of unemployment given a quit. Several issues remain unresolved from the exercise. First, local unemployment rates appear not to matter as quit determinants, a finding at variance with time series studies. Second, it is not possible to distinguish the major search hypothesis of the model from an identical prediction from job mismatch theory. Cohort: B.

231 CHAPMAN, BRUCE J. and TAN, HONG W. "Specific Training and Inter-Industry Wage Differentials in U.S. Manufacturing." *Review of Economics and Statistics* 62 (August 1980):371-378.

The returns to general and specific training are investigated by disaggregating the earnings function. The findings show that both general and specific training are important in wage determination. Due to industrial differences in worker financed stocks of specific training, wages are not equal between industries, even in models for human capital attributes. Cohort: B.

232 CHEN, YU HSI. "Youth Labor Supply and the Minimum Hours Constraint." Ph.D. Dissertation, The Ohio State University, 1986.

The purpose of this study is to test whether employers offer minimum hours of work, H('d), because of the fixed costs of hiring new workers and minimum wage law. If they do, the standard approach of estimating labor supply functions, which assumes that an individual can always choose his desired hours of work, will result in biased estimation, and in misleading policy implications, as the data of actual hours of work are treated as desired hours of work, while they might simply be the minimum working hours required by employers. The sample, from the 1982 NLSY, contains 194 individuals who are male, single, and high school terminal graduates in 1978 or 1979. The model with the minimum hours constraint (MWMHC) started with a linear labor supply function and a linear minimum hours (H('d)) function. The model without the minimum hours constraint (MOMHC) can be obtained from MWMHC by setting H('d) = 0. The parameters in both models were estimated by the maximum likelihood method. The likelihood ratio test was then used to test the hypothesis that there is no minimum hours constraint, which was rejected. Thus, one will get biased estimates of labor supply functions, at least for youth, if the minimum hours constraint is not taken into consideration. It was shown in MOMHC that the wage and income coefficients estimates are underestimated. As wage rates increase, the increase in minimum hours offered is less than that of desired hours of work. For those individuals working at H('d) hours, the increase in wage rate will increase their actual hours of work less than that of H('s) through the increase in H('d). Consequently, the wage coefficient estimate obtained in MOMHC will be in general underestimated. Similarly, for those individuals working H('d) hours, their actual hours of work stay intact when their nonlabor income changes. This implies underestimation of the income coefficient. Cohort: Y.

233 CHENOWETH, LILLIAN. "The Career Patterns and Intragenerational Mobility Processes for Mature American Women." Ph.D. Dissertation, Texas A & M University, 1980.

Based on data from the NLS, this research assesses three major life career patterns for mature American women: home, labor force, and mixed careers. The research then evaluates five general propositions and fourteen derived hypotheses concerning: (1) variability in the career patterns of mature American women; (2) differences in the intragenerational mobility of women with mixed and labor force careers; and (3) variations in the frequency of occupational change among women with labor force careers. In the first phase of the research, three general propositions and nine derived hypotheses are tested pertaining to the relationship between women's career patterns and their familial investments, human capital investments, and characteristics of the job and market. The findings provide support for the general propositions. All nine independent variables: marriage, children, mother's employment, husband's income, husband's attitude, health, education, earnings and demand for female labor are significantly related to overall variability in women's career patterns. More specifically, low human capital investments in health and education, as well as high familial investment in a conservative marriage (as reflected by husband's attitude) are associated with disproportionate representation of women with home careers. These findings suggest that mature American women are likely to experience substantial involvement in the labor force, i.e., mixed careers, regardless of their familial investments, human capital investments, or job characteristics. The second phase of the research assesses differences in intra-generational mobility between women with mixed and labor force career patterns. The findings do not suggest significantly different mobility processes for women with mixed or labor force careers. The three hypotheses regarding differences in the fact, frequency and type of mobility are not supported by the data. Women with these two dissimilar career patterns appear to evidence similar intragenerational mobility processes. The third phase of the research investigates the frequency of occupational change for women with labor force careers. The findings indicate that variables reflecting familial investments, human capital investments, and structural opportunities are correlated with the frequency of mobility. This phase of the research develops a five-variable summary model which explains six percent of individual level variation in the frequency of occupational change for white women and twenty percent for black women. Cohort: W.

234 CHENOWETH, LILLIAN and MARET, ELIZABETH G. "The Career Patterns of Mature American Women." *Sociology of Work and Occupations: An International Journal* 7 (May 1980):222-51.

This study identifies three major life-career patterns of mature American women: home, labor force, and mixed careers. High commitment to traditional familial roles and values, high familial resources, and low human capital tend to reflect women with home careers. In comparison, low commitment to traditional roles and values, low familial resources, and high human capital represent women in the labor force. In addition, the results suggest that mature women are likely to have experienced considerable involvement in the labor force regardless of their familial investments, familial resources, or human capital investments. Cohort: W.

235 CHENOWETH, LILLIAN and MARET-HAVENS, ELIZABETH G. "Women's Labor Force Participation--A Look at Some Residential Patterns." *Monthly Labor Review* 101 (March 1978):38-41.

Rural women--roughly one-third of the U.S. women--experience much less labor force activity than their urban counterparts. This study provides no support for the speculation that women in rural areas would be affected by greater opportunities for labor market activity. Conversely, the supply characteristics of rural women, although different in some respects from urban women, indicate a potentially large untapped resource for American labor. Cohort: W.

236 CHEONG, KEYWON. "Poverty and Migration: Synthesis of Macrolevel and Microlevel Perspectives of Migration." Ph.D. Dissertation, Utah State University, 1987.

This study assesses effects of contextual and personal characteristics on the migration propensities of individuals, with primary focus on several measurements of individual poverty status and the poverty level of the residential areas. The restricted opportunity perspective on poverty, the human capital perspective and the microeconomic perspective on migration, are the major frameworks guiding the study. Logistic regression analysis of data from the NLSY and from the 1983 County and City Data Book is employed to investigate differences in the migration behavior between the poor and nonpoor, and significant main and interactive effects of the macrolevel and microlevel factors on the migration behavior of American youth. The major findings are: (1) youth living in areas with less employment opportunities are more migratory; (2) poor youth are less migratory than the nonpoor; and (3) the poor living in areas with less employment opportunities are least migratory. These findings are consistent when migration is classified into primary and repeat migration, but are not consistent across the ethnic groups. Findings point to the importance of: (1) integrating macrolevel and microlevel perspectives for better understanding of migration behavior of individuals; (2) comparing the migration behavior of the poor with the nonpoor; and (3) controlling ethnic group status in the migration study. [UMI ADG88-23613] Cohort: Y.

237 CHEONG, KEYWON; TONEY, MICHAEL B.; STINNER, WILLIAM F. "Racial Differences among Young Men in the Selection of Metropolitan and Nonmetropolitan Destinations." *Rural Sociology* 51,2 (Summer 1986): 222-228.

This study is an empirical examination of the extent to which racial differences exist in young men's selection of metropolitan and nonmetropolitan destinations, after adjusting for compositional differences. The tendency of previous studies to focus on the migration of a single racial group left a gap in systematic comparisons across race. Results here, based on the Young Men cohort of the NLS, indicate that young black males are much less likely than young white males to select nonmetropolitan destinations. Migration thus increases racial segregation. The findings are discussed in both demographic and socioeconomic contexts. Cohort: B.

238 CHERLIN, ANDREW. "The Effect of Children on Marital Dissolution." *Demography* 14 (August 1977):265-72.

This study analyzes the relationship between the presence of children and marital disruption. The results indicate that children are a deterrent to marital disruption only when they are preschool ages, when time and effort required for the child are most significant. Cohort: W.

239 CHERLIN, ANDREW. "Employment, Income, Marriage, and Divorce in Two Cohorts of Women." Final Report, Employment and Training Administration, U.S. Department of Labor, N.D.

Data are analyzed from the NLS of Young Women and Mature Women on the following topics: (1) the postponement of marriage among women in their twenties; (2) the determinants of divorce and separation among young and mature married women; (3) cohabitation and subsequent marriage; and (4) the reliability and validity of retrospective measures of family structure. A number of effects of employment, earnings, work attitudes, educational attainment, and other social demographic and economic characteristics are reported. During the 1969 to 1975 period, the proportion of young women wanting to be housewives at age 35--as opposed to wanting to work outside the home--fell sharply, lowering the probability of marriage for these women. Employment and income are more important determinants of divorce and separation for married women in their thirties and forties than for married women in their twenties. Single, cohabitating women marry at about the same rate as do single, non-cohabitating women. Cohort: G W.

240 CHERLIN, ANDREW. "Employment, Income, and Family Life: The Case of Marital Dissolution." In: *Women's Changing Roles at Home and On the Job*, Special Report No. 26, U.S. Department of Labor, 1978.

This paper presents evidence that several aspects of a couple's economic situation influence the probability of marital dissolution. Two effects have the most relevance for policymakers. First, increased stability and security of the husband's employment decreased the probability of dissolution, independent of income levels. Second, wives who have independent sources of income that compare favorably with the incomes of their husbands have a greater probability of marital dissolution. Cohort: W.

241 CHERLIN, ANDREW. "The National Longitudinal Surveys and Sociological Research." *Contemporary Sociology* 9,4 (July 1980): 512-515.

This paper recounts the historical development and research content of the National Longitudinal Surveys of Labor Market Experience. In addition, it briefly reviews, from a sociological perspective, some of the NLS research which has been conducted over the years and pinpoints dilemmas and challenges facing the researcher working with this large longitudinal data base. Cohort: B G M W Y.

242 CHERLIN, ANDREW. "Postponing Marriage: The Influence of Young Women's Work Expectations." *Journal of Marriage and the Family* 42 (May 1980):355-65.

This paper investigates the determinants of one component of the recent changes in family life: the postponement of marriage among women in their early twenties. Single women in a national longitudinal study who planned to be housewives at age 35 - as opposed to those who planned to be working outside the home - were more likely to marry in the near future. But, between 1969 and 1975, the proportion of single women who planned to be housewives decreased sharply. Evidence is presented which suggests that the change in future work plans may have reduced the chances that a woman in her early twenties would marry in the next few years. The implications of these and other findings for the study of the transition to marriage are discussed. Cohort: G.

243 CHERLIN, ANDREW. "Social and Economic Determinants of Marital Separation." Ph.D. Dissertation, University of California at Los Angeles, 1976.

The social and economic determinants of separation and divorce were studied using a national sample of 5,000 women aged 30 to 44 who were interviewed annually from 1967 to 1971. A subsample of about 3,500 nonfarm women who were married with their husbands present in 1967 was extracted from the data. The characteristics of the women who remained married until 1971 were compared statistically with the characteristics of the women who separated or divorced. Cohort: W.

244 CHERLIN, ANDREW. "Work Life and Marital Dissolution." In: *Divorce and Separation: Context, Causes and Consequences,* G. Levinger & O. Moles, eds., New York: Basic Books, 1979.

Work lives affect family lives. A growing body of evidence suggests that whether and when we marry, how many children we have, and whether a marriage ends in divorce are all determined, in part, by employment and income. Two influences, aspects of a couple's economic situation, seem to have the most substantive importance in affecting marital dissolution. First, greater stability of the husband's employment decreased the probability of dissolution, independent of income levels. Second, wives whose potential wage compared favorably with the wage of their husbands had a greater probability of dissolution. The evidence suggests that the relationship between two married partners' work lives and their chances of divorcing or separating is more complex than earlier studies implied. Cohort: W.

245 CHERLIN, ANDREW and HORIUCHI, SHIRO. "Retrospective Reports of Family Structure: A Methodological Assessment." *Sociological Methods and Research* 8 (May 1980):454-69.

The authors investigate response inconsistencies in regard to a national panel of young women who were asked: "With whom were you living when you were 14 years old?" The findings show that there is considerable inconsistency between 1968 and 1972 as to whether or not the respondent said in 1968 that at age 14 she was living with both parents. The authors suggest that some of the respondent's households may have changed composition so there may not have been a single, true answer to the question. In addition, the authors hypothesize that others changed their responses to fit with what they viewed as soundly more acceptable responses. Despite the inconsistency between 1968 and 1972, the responses lead to similar conclusions when they were used in multivariate analyses. Cohort: G.

246 CHILDREN'S DEFENSE FUND. "Declining Earnings of Young Men: Their Relation to Poverty, Teen Pregnancy, and Family Formation." Report, Adolescent Pregnancy Prevention Clearinghouse, Children's Defense Fund, 1987.

This article examines how the lack of adequate job opportunities at decent wages makes it difficult for many young people, particularly young men with limited skills or educational credentials, to get a good start in the changed labor market of the 1980s. Using data from the CPS and NLSY, the report focuses primarily on the earnings and marriage rates of young men and traces the sharp declines in employment and earnings, falling marriage rates, and increasing poverty among young families and their children. Some of its key findings include: (1) between 1973 and 1984, the average real annual earnings among males ages 20 through 24 fell by nearly 30 percent, from $11,572 to $8,072 in 1984 dollars; (2) the percentage of young men able to support their family with income above the poverty line dropped from 60% in 1973 to 42% in 1984; (3) young men without high school diplomas suffered the largest percentage drop in their real annual earnings during this period; (4) among high school dropouts, those with strong basic academic skills earned twice as much as dropouts with a weaker educational foundation; and (5) youths ages 18 to 23 who have the weakest reading and math skills are eight times more likely to have children out-of-wedlock. The concluding section of the report discusses a set of strategies designed to bolster the self-sufficiency of young families. Cohort: Y.

247 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "The Economic Consequences of Poor Health, by Race and Sex." Proceedings of the Social Statistics Section, American Statistical Association (1982):473-477.

This paper draws on data collected in the NLS of Older Men and Mature Women to evaluate the relationship between health status and labor market outcomes. The authors recognize that the same health problem can have different economic consequences for different subgroups of individuals. The principal objective of this study is to quantify these intergroup differences by computing earnings losses stemming from the impact of poor health on hours worked and wage rates of white and black men and women. A unique feature of this analysis is the use of a health measure that is not behavioral and is constructed from responses to questions about functional limitations (e.g., walking and lifting) and signs and symptoms of illness (e.g., aches and nervousness). Maximum likelihood techniques and OLS are used to estimate the equations and attention is also given to possible selectivity bias in wage equations. Cohort: M W.

248 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Economic Consequences of Poor Health in Mature Women." In: *Unplanned Careers: The Working Lives of Middle-Aged Women*, Lois B. Shaw, ed., Lexington: Lexington Books, 1983.

The economic effects of variations in women's health are analyzed from two related perspectives: first, the impact of poor health on labor supply and wage rates is examined and earnings losses calculated; and second, the analysis is extended to the family unit to study whether the wife's health status influences the work behavior of her spouse. The health measure used is the impairment index of functional limitations calculated for all women in 1977. Wage and hour equations are estimated by multivariate procedures (OLS and TOBIT). Issues of sample selectivity bias are addressed. The findings show that women with health problems suffer consequences that compound their already disadvantaged position in the labor market. Black men were also found to increase their work activity in response to the poor health of their wives; there is no evidence of a similar compensatory effect among white women. Cohort: W.

249 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Economic Determinants and Consequences of Self-Reported Work Disability." *Journal of Health Economics* 3(1984):117-136.

This paper examines the determinants of self-reported work disability in samples of older men and women stratified by race. Strong support is found for the hypothesis that economic factors as well as poor health influence the probability individuals report health limits in the amount or kind of work they do. In particular, lower expected wage rates significantly raise the probability of reporting work disablement, controlling for health status and health-related job requirements. The implications of these findings on estimating health and wage effects in labor supply studies are examined. Policy implications are also discussed. Cohort: M W.

250 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Functional Capacities of Older Men for Extended Work Lives." Special Report, Social Security Administration, U.S. Department of Health and Human Services, 1988.

The extent to which health conditions or physical job requirements affect the functional capacity of older men to remain at work is an important consideration in judging policies designed to advance the age of retirement. A continuous-time Markov model of retirement, disability and death is developed in this report to test hypotheses about the influence of impaired health and non-sedentary work on the ability of men in their seventh decade to delay retirement. The model is estimated with panel data covering a seventeen-year period for a nationally representative sample of older American men. Poor health is found to affect significantly the likelihood of retiring in a disabled state. Since the impairment status of the elderly may deteriorate over time as mortality rates improve, retirement policy must be braced for the very real possibility that the fraction of older workers who will have difficulty in delaying retirement because of their health problems will increase in the future. However, physical job requirements are found to play a slightly more ambiguous role in the ability of men to delay retirement. Workers in non-sedentary jobs are indeed more likely to retire disabled. But cohort projections of the fractions of men in various non-sedentary and sedentary job categories capable of extending their work lives are quite similar, even when differences in background characteristics of these men is taken into account. Thus, even though some workers will be adversely affected by advancing the age of retirement, this hardship is unlikely to fall disproportionately on only some small number of workers or those at work in specific types of jobs. Cohort: M.

251 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Further Evidence on the Economic Effects of Poor Health." *Review of Economics and Statistics* 67 (February 1985): 61-69.

This paper examines variations in current economic welfare attributable to different profiles or histories of health status over the preceding ten year period. A two-equation model, estimated with National Longitudinal Survey data for four sex-race groups, provides convincing evidence that health problems incurred in the past adversely affect current earnings. This legacy is difficult to overcome: it remains even for individuals in improving health willing to devote relatively greater effort to market work. A history of poor health is also shown to exact substantially different economic tolls from men and women as well as from whites and blacks. Cohort: M W.

252 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Health History and Current Market Earnings: Further Evidence on the Economic Effects of Poor Health." Presented: Dallas, Association for the Social Sciences in Health, American Public Health Association, 1983.

Empirical research by economists and sociologists on the interrelationship between health and socioeconomic status has frequently been limited by the absence of suitable longitudinal measures of the crucial variables. This paper draws on a unique data set, the NLS of Older Men and Mature Women, to construct longitudinal measures of health history and to analyze the relationship between these histories and measures of current economic status. The NLS has followed nationally representative samples of 5000 white and black men, then 45-59 years of age, and an equal number of white and black women, then 30-44 years old, since the mid-sixties. A variety of health measures as well as detailed economic data are available for various years over the period the panels have been followed. Responses to health-related questions over the decade 1966-1976 are used to profile the health histories of each panel member. The effects of these histories on such current labor market outcomes as wages and annual hours worked are then estimated using multivariate statistical techniques. The analysis shows that a history of health problems definitely creates a legacy of adverse economic consequences. It also shows that this legacy differs substantially among sex and race groups. Substantive and methodological implications of these findings are discussed. Cohort: M W.

253 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Health Status and Work Activity of Older Men: Event-History Analyses of Selected Social Policy Issues." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

The interrelationship between health status and work activity is analyzed in order to cast further light on three controversies: (1) whether the average health levels of older men have deteriorated, improved or remained roughly constant over the past 25 years, and the extent to which below-average health leads to involuntary labor force withdrawals; (2) whether the health of older men who retire deteriorates as a result of retirement; (3) whether recent improvements in mortality have selectively favored individuals at higher risk of disablement, and thus contributed to pre- and post-retirement health trends. The results suggest that health levels of older men have deteriorated over the past two decades, partly as a consequence of improvements in life expectancy. These health trends have contributed to the observed decline in labor force participation of this population subgroup. Little evidence is found, however, for the claim that retirement harms health status. Cohort: M.

254 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Health-Pension Interaction in the Analysis of Early Retirement Trends." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1984.

This study tests whether there is an underlying interaction between policy inducements and health-related retirement behavior. Inclusion of mortality in the model ensures that selectivity biases are minimized and permits direct testing of several key inferences made in previous studies. Findings are: (1) Work-limiting health conditions are neither permanent nor influenced exclusively by impaired physical or psychological functioning so studies using these measures as proxies for the capacity to engage in market work are likely to overstate involuntary withdrawals from the labor force. (2) Evidence of interaction effects between policy-related and health-related outcomes provides fundamental support for the hypothesis that inducements arising from social insurance and income transfer programs influence labor market behavior. (3) This analysis provides weak evidence that life expectancy biases the results of early retirement studies that use mortality and health proxy and pension wealth as indication of policy inducements. Cohort: M.

255 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Impact of Poor Health on the Work Status of Women." Presented: Morgantown, West Virginia University, Conference on Women and Health, 1982.

This paper documents the effect of declining health on the labor market earnings of women. The magnitude of this effect is then compared to a similar estimate for men. The NLS of Older Men reinterviewed in 1976 (ages 55-69) and Mature Women reinterviewed in 1977 (ages 40-54) provide the data base for these analyses. The findings provide convincing evidence that poor health exacts a heavy toll from the economic status of women by reducing the likelihood they will work at all, by reducing the number of hours if they continue to work, and by reducing their wages. These reductions are generally larger for women than men. Cohort: M W.

256 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Impairment and Labor Market Outcomes: A Cross-Sectional and Longitudinal Analysis." In: *Work and Retirement: A Longitudinal Study of Men*, H. Parnes, ed., Cambridge: MIT Press, 1981.

The effect of health on selected labor market outcomes of middle- aged and older men provides the central theme for this paper. Particular emphasis is directed at the effect of health on hours of work and wages using cross sectional and longitudinal data. An index of impairment level (functional limitation) is developed to measure health status. The statistical implications of this measure rather than the more conventional work-limiting response is also explored. Both the 1971 and 1976 survey of Older Men are used in the analysis. The various relationships are estimated by multivariate techniques (OLS). As expected, poor health reduces participation and the extent of work activity and thereby earnings. There is also considerable evidence that the impairment levels are unstable, suggesting improvement in health as well as the incidence of additional problems with increasing age. There is limited evidence that occupational mobility is used as a mechanism for adjusting to changes in impairment status. Cohort: M.

257 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Incidence and Chronicity of Functional Impairments in Older Men." Presented: 111th Annual Meeting of the American Public Health Association, 1983.

This study measures changes over a five year period in functional impairments in a representative sample of American men between 60-74 years of age and analyzes the impact of these changes on self- appraised health status, normal role function, mobility and self-sufficiency in personal care. The relationship between impairment status and survivorship is also investigated. The analysis shows that the functional capacity of older men is reduced as they age and that these diminutions increase the likelihood of reporting poor health, limitations in work activity, travel restrictions and assistance in activities of daily living. However, considerable evidence is also found that functional capacities are restored, with concomitant improvements in health and disability status. The chronicity or duration of functional impairments is called into question by this evidence. Finally, impairment status is found to be a strong predictor of mortality, suggesting that increasing life expectancy may substantially increase the number of disabled elderly needing medical and social service support. Cohort: M.

258 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Job Characteristics and Health Status Effects on Retirement Behavior." Columbus, OH: Department of Preventive Medicine, The Ohio State University, 1986.

This report investigates whether job characteristics are significant determinants of the labor force attachment of older workers and whether these characteristics have an even more pronounced effect on work activity when they interact with poor health. A continuous time-Markov model of interrelated work and functional status profiles is used as the general framework for the research. The model includes several different measures of job characteristics, an intertemporal index of physical and mental capacities, and control variables characterizing the financial incentives and sociodemographic status of these workers. The parameters of the model are estimated with panel data covering the 17-year period (1966-1983) of the Older Men's cohort. The statistical findings present a mixed picture of the importance of occupational factors on labor market attachment. Some effects of occupation or occupation-related factors such as job conditions, on the functional histories of older men are detected. These effects, in turn, generally translate into the reduced likelihood of continuing attachments to market work; consequently, they are of some interest to policy-makers dealing with the rapid historical decline in the labor force participation rates of men over 45 years of age. On the other hand, the net influence of job factors is generally very small relative to other determinants of retirement, and their measured effects are not always consistent. Thus, they do not appear to offer policy-makers much leverage in dealing with declining trends in male participation rates. Cohort: M.

259 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Longitudinal Analysis of Functional Disabilities in Older Men." *Journal of Gerontology* 40,4 (July 1985): 426-433.

The study examines longitudinal changes in various functional disabilities and the effects of such changes on self-reported health, role function, mobility, and self-sufficiency. Using data from the NLS of Older Men, the analysis revealed that: (1) sizeable percentages of men report motor-sensory dysfunctions with black men experiencing higher rates of dysfunction than whites; and (2) that functional disabilities are strong predictors of mortality. Cohort: M.

260 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Sex and Race Differentials in the Economic Consequences of Poor Health." Report, Employment and Training Administration, U.S. Department of Labor, 1982.

The effect of poor health on earnings is explored with data collected from reinterviews of Older Men and Mature Women in 1976 and 1977. Additional controls for race were introduced to allow for white and black men and women comparisons. Two health indicators were calculated: an impairment index of functional limitations and a health history measure that summarized the respondent's health in the prior ten-year period. Wage and hours equations were estimated by multivariate techniques (OLS and TOBIT) with the wage equations containing an additional term to correct for sample selectivity bias. The findings show that poor health affects men and women of each race differently. Blacks were generally less likely than whites to sustain labor market activity and earnings when faced with a health problem. Unhealthy whites, however, also incurred substantial earnings losses. Differences in responses were also found between men and women of each race. Cohort: M W.

261 CHIRIKOS, THOMAS N. and NESTEL, GILBERT. "Work Capacity of Older Men and Age-Eligibility for Medicare Benefits." *Medical Care* 26,9 (September 1988): 867-881.

This paper analyzes the durations of work capability of men using data from the NLS of Older Men on approximately 3,500 white and 1,400 black men who were age 45 to 59 in 1966. An event-history framework technique was used to estimate a six-state health-event model. Projections of adjusted prevalence rates indicate that 40 percent of the total cohort of white men at age 60 can expect to be capable of work at age 67, and about 54 percent of those who survive until age 67 will be capable of work. Similar simulations for black men reveal that of those who survive until age 67, 41 percent will be functionally capable at that age. In recent years, successive cohorts have experienced lower average impairment levels. Economic welfare, which will probably improve over time, should increase the capacity of men to remain working in their sixties. These results suggest that serious consideration could be given to advancing the age of eligibility for Medicare benefits. An appendix contains detailed equations and statistical data. [AgeLine] Cohort: M.

262 CHISWICK, BARRY R. "An Analysis of the Economic Progress and Impact of Immigrants." Final Report, Employment and Training Administration, U.S. Department of Labor, 1980.

The theoretical analysis of earnings and occupational mobility is based on the international transferability of skills and the favorable self-selection of immigrants. Detailed analyses are performed by race/ethnic group and sex (1970 Census for the U.S. and for Britain, Canada, and Israel). Economic migrants initially have lower earnings than the native-born but their earnings rise rapidly with the duration of residence, reach equality after 11 to 25 years and then they have higher earnings. The children of immigrants earn 5 to 10 percent more than those with native-born parents. Additional analyses are performed for adult white men using the two unique features of the NLS. Using longitudinal data on earnings, it is found that earnings rise more rapidly in the U.S. for the foreign-born than for the native-born. Using the data on immigration generation, it is found that among the native-born those with foreign-born parents have six percent higher earnings, while among those with native-born parents earnings are higher by approximately one percentage point for each foreign-born grandparent. These patterns in the NLS are consistent with the theoretical model and other empirical findings. Using aggregate production function analysis, it is shown that an increase in supply of either low-skilled or high-skilled immigrants decreases the wage of that type of labor, and increases the return to both capital and the other type of labor. Immigration tends to increase the aggregate income of the native population, unless the immigrants are substantial net beneficiaries of income transfers. A bibliography is included. Cohort: M.

263 CHO, PILL JAY. "Education and Earnings of Working Women." The Meetings of the Southern Association of Agricultural Scientists, Rural Sociology Section, 1983.

The human capital theory predicts, among other things, that higher investments in human capital, especially education, yield higher returns in terms of earned income. Although this theory has been questioned, it has been a dominant perspective in studies of the relationship between education and earnings. The theory is tested here as it applies to women, using the Mature Women cohort of the NLS. Education was measured in terms of: (1) highest grade attended; (2) highest grade (number of years of formal schooling) completed; and (3) number of months of vocational training received. Two measures of earnings were used: average weekly earnings and natural logarithms of the same. Analyses show that there is little or no significant direct effect of education on earnings. Only a small amount of significant indirect effect was identified. These significant indirect effects are specified in a path model. Essentially the same findings were obtained even when the analyses were performed separately for whites and blacks. No significant direct effects of education on earnings were found. As for indirect effects, they were greater for blacks than for whites, perhaps due to the fact that many white women who have higher educational levels are married and stay home. Vocational training had little or no indirect effect. Formal school education may have wider general application and therefore increases the chances of paid employment. Cohort: W.

264 CHO, PILL JAY. "Education and Income of Women: An Analysis of NLS." Presented: the Meetings of the American Sociological Association, 1982.

The effects of education on earnings are not direct but indirect through employment. Level of educational attainment is a proxy for the level of some marketable "skills", which include knowledge and expertise. Education, as a proxy for skills, is used here broadly to include informal (vocational training and other learning experiences) as well as formal school education. Therefore, in testing the modified hypothesis and ascertaining whether the general proposition also holds true for women, both the number of years of school completed and the number of months of vocational training completed were used. Data were obtained from the women subset of the NLS. The effects of number of years of school completed on earnings through employment, controlling for such background variables as labor market conditions, number of children, and health conditions, were found to be significant. The effects of number of months of vocational training completed were barely significant. These findings are consistent with findings from evaluations of numerous short-term training programs, and indicate that emphasis on, and higher investments in, long-range programs under the Elementary and Secondary Education Act and Higher Education Act are more desirable than training programs such as WIN or CETA. Cohort: W.

265 CHO, PILL JAY. "Work and Welfare: A Cross-Sectional Analysis." Ph.D. Dissertation, The University of North Carolina at Chapel Hill, 1981.

This dissertation is concerned with the relationship between work and welfare. A review of the literature indicates that there are two competing hypotheses. In general, sociologists argue that people are more likely to continue working even when it is not an economical necessity because of the "meaning of work." Economists, on the other hand, insist that, at the same level of income, people tend to choose leisure rather than work. We tested the null hypothesis of no effects of welfare on work against the alternative hypothesis of negative effects using data from the NLS, because it contains rich information on both work and welfare. Since AFDC is usually the focus of the work-welfare debate, the sample was chosen from the Mature Women subset of NLS whose marital status is similar to that of AFDC mothers, i.e., all women excluding those who are "married, spouse present." Because the feedback effects of work on welfare had to be taken into account, and because we wished to use multiple indicators of the theoretical concepts, we developed a model which manifests these two important points in addition to other features of causal relations involved. Thus, we used Joreskog's maximum likelihood method (LISREL) as well as ordinary least squares method (regression analysis) to test the hypotheses mentioned above. We found little significant effects of welfare on work, while work exerts significant impact on welfare. Thus, it seems more sensible to try to reduce the welfare burden by increasing work rather than to attempt to increase work by reducing welfare. Cohort: W.

266 CHO, PILL JAY. "Work and Welfare: A LISREL Analysis of NLS." Presented: Toronto, American Sociological Association Meeting, 1981.

This study concentrates on the labor supply of women whose marital status is similar to that of welfare (AFDC) mothers. The LISREL analysis uses the maximum likelihood method for estimating the unknown coefficients in a set of linear structural equations. It allows for both errors in equations (disturbances) and errors in the observed variables (measurement errors) and yield estimates of the residual covariance matrix and the measurement error covariance matrix as well as estimates of the unknown coefficients in the structural equations, provided that all parameters are identified. The results of the LISREL analysis show that none of the control variables of labor supply has significant effects on the labor supply of welfare mothers. Cohort: W.

267 CHO, WOO HYUN. "Promotion Prospects, Job Search and the Quit Behavior of Employed Youth." Ph.D. Dissertation, The Ohio State University, 1983.

Data from the NLSY 1979, 1980 and 1981 surveys and the Quality of Employment Survey 1972/731977 are used to test a model of the determinants of job search and quit behavior of employed youth. Results show a negative relationship between on-the-job search and quit and the probability of promotion within the firm. Promotion probability was found to be determined by the worker's accumulated learning in the current job and the firm's provision of learning through high quality "teaching, instruction and supervision." The findings suggest that wage rate alone may be a misleading indicator of the desirability of a job, and that accepting a job offer and/or discovering the attributes of the current job does not necessarily mean that a worker must commit to a long spell of employment in that job, but may be able to progress through a hierarchy of jobs within the firm. Cohort: Y.

268 CHRISTENSEN, SANDRA. "Improving Youth Employment Prospects: Issues and Options." Congressional Budget Office, Washington, D.C.: U.S. Government Printing Office, 1982.

As the Congress considers reauthorization of CETA, the VEA, and the TJTC, it must appraise the ongoing characteristics of youth employment problems and decide what policies will be most appropriate to deal with them. In its efforts to create a set of policies that might improve labor market prospects for youths, this paper is intended to aid the Congress. Chapter II examines the dimensions of youth employment in more detail and presents projections for the 1980s. Alternative policy approaches are described in Chapter III. Chapters IV through VI examine current programs that attempt to implement these approaches, as well as a number of specific options that might be adopted in the future. Cohort: Y.

269 CHRISTENSON, BRUCE. "The Occupational Achievement Process Among 30 to 44 Year Old Married, Never-Married, and Divorced or Separated Females." M.A. Thesis, University of Iowa, 1976.

The process of occupational achievement among white females is examined, with focuses on: (1) implications of sex role socialization for female occupational achievement; (2) the impact of role conflict on occupational achievement of married women; and (3) differences in the achievement process across marital categories. Cohort: W.

270 CHUDZINSKI, JAMES. "The Value of Veteran Status in the Labor Market." Ph.D. Dissertation, Texas Tech University, 1988.

This study investigated the impact of military service on civilian labor market performance as measured by wage rates and occupational status. NLS data from the Older Men and Young Men cohorts were used to represent the World War II and Vietnam generations respectively. Labor market outcomes were modeled using ordinary least squares estimation. The decomposition of regression results was used to identify sources of the differential between veterans and non-veterans. The results of the study are: (1) veterans of both generations consistently outperform non-veterans; (2) the premium of the World War II veterans appears to be large and permanent; (3) the premium of the Vietnam-era veteran declines in size and significance over time; (4) minority veterans fare better than white veterans; (5) the principal source of the premium among World War II veterans is a superior endowment of characteristics; and (6) Vietnam-era veterans also gain from endowments, but to a smaller degree than the previous generations. Cohort: B M.

271 COGAN, JOHN F. "Fixed Costs and Labor Supply." *Econometrica* 49 (July 1981):945-963.

This paper presents a theoretical and empirical model of labor supply when there are fixed costs associated with entry into the labor market. An implication of the existence of fixed costs is that individuals will not be willing to work below some minimum number of hours, termed reservation hours. A maximum likelihood estimator that allows reservation hours to be non-zero and differ randomly among individuals is developed. The estimator is applied to data on married women to estimate their labor supply functions. The results indicate that fixed costs of work are of prime importance in determining the labor supply behavior of married women. The results also suggest that large own-wage elasticities found in earlier studies of married women's labor supply are, in part, due to ignoring the existence of fixed costs of labor market entry. Cohort: W.

272 COGAN, JOHN F. "Married Women's Labor Supply: A Comparison of Alternative Estimation Procedures." In: *Female Labor Supply: Theory and Estimation*, J.P. Smith, ed. Princeton University Press 1980: 90-118.

Four methods of estimating the parameters underlying married women's labor supply function are examined in order to deal with the problem that no market wage is observed for women who do not work. The implicit restrictive assumptions concerning the disturbance structure of two conventional empirical approaches are brought to light. Gronau's approach of estimating reservation wages is compared with conventional methods and judged to be inferior on methodological grounds. Using the same restrictive assumptions as the two conventional approaches, it generates less information concerning the determinants of married women's labor supply function. Empirical comparisons are made among the two conventional methods and Heckman's 1974 maximum likelihood method. The selectivity bias in estimating wage offer equations is important for the intercept and the return to prior labor market experience, but small for the return to education. Large and systematic differences in the estimated parameters of the hours of work equation are found between Heckman's approach and the conventional procedure of using only the subsample of working women (Model I). Systematic, but relatively small differences in estimated hours of work parameters (except for the wage coefficient) are found between Heckman's method and an alternative conventional approach of imputing wages to all women and estimating the hours of work equation over the entire sample of observation (Model II). Comparisons of predictions among the procedures reveal a striking similarity between Heckman's prediction of these methods and Model II, but large differences between the other approaches and Model I. The relatively large difference in estimated wage effects between Heckman's method and Model II suggests that the higher cost of the former procedure may be justified by the advantages of obtaining a more accurate estimate. If, however, the estimates are used to predict reservation wages (for use as an estimate of the value of time) or labor force participation rates, the small differences between the two approaches suggest that the simpler and cheaper conventional approach may be preferred. Cohort: W.

273 COHEN, PATRICE K. "An Alternative Household Welfare Function: An Analysis of Labor Supply Behavior of Married Households." Ph.D. Dissertation, The University of North Carolina at Chapel Hill, 1983.

In the dissertation, I develop a household utility function which attempts to capture the insights from the bargaining framework but at the same time is sufficiently simple that closed form solutions for demand equations can be derived. I hypothesize a Stone-Geary utility function for the household in which the subsistence level commodities are interpreted as marriage existence levels of commodities. I then derive comparative statistics and analyze the restrictions imposed by traditional household utility analyses. Like others who have worked with price dependent preferences, I find that the comparative statics, and restrictions on demand equations differ depending on the assumptions made about the relationship between prices in the utility function and prices in the budget constraint. I find that if prices in the utility function are the same as prices in the budget constraint, then symmetry of the Slutsky matrix does not hold. Some cross-compensated price effects are equal, but others are not. After analyzing the theoretical implications of this utility function, I then estimate the demand equations derived from the theory. The system of equations I estimate is a linear expenditure system, similar to that usually derived from the Stone-Geary utility function. The major difference is that the marriage existence levels are unique to each family, not constant as the subsistence levels usually are. Thus, before estimating the linear expenditure system, the marriage existence levels are estimated. These levels are interpreted as the amount of a commodity the individual would consume if he or she were divorced. In estimating these marriage existence commodities, some assumption must be made about the relationship between the price vector an individual faces when married, and the price vector an individual faces when divorced. I estimate the model under both of these assumptions with regard to women's wages. I find that there does seem to be a significant difference in the structure of wage compensation faced by married and divorced women. After estimating the marriage existence levels, I then estimate the system of earnings functions using the NLS of Mature Women. In order to obtain an indication of the implications of my model, I also estimate a system of earnings functions derived from the linear expenditure system in which commodities are interpreted as subsistence level commodities, and are estimated as constants. The labor supply elasticities derived from these two different models are surprisingly similar. However, to get a better indication of the difference between the two specifications of the linear expenditure system, I use the estimates of both models, obtained with 1968 data, and calculate a predicted labor supply for 1972, using 1972 values for the variables. I find that the predictions of the models in which the barred terms are interpreted as marriage existence levels are closer to actual values than the predictions of the models in which the barred commodities are interpreted as subsistence levels. [UMI ADG84-06890] Cohort: W.

274 COHN, ELCHANAN. "Foregone Earnings of College Students: A Microanalytical Approach." Working Papers in Economics, University of South Carolina, 1983.

Data from the 1970 wave of the NLS of Young Men and Young Women are employed to estimate the foregone earnings of college students. The basic methodology involves the estimation of earnings functions from male and female youths who are not enrolled in school, and the potential earnings of enrollees is derived by substituting the characteristics of enrollees into the earnings functions of the nonstudents. Actual earnings are subtracted from potential earnings to derive estimates of foregone earnings. The estimation procedure provides a range of estimates by employing alternative earnings functions and assumptions concerning potential hours per year. Self-selection bias, part-time vs. full-time enrollment, and levels of enrollment are also considered. Our results are then compared to other studies, and a projection of earnings foregone is made for 1975 and 1980. Cohort: B G.

275 COLEMAN, J.S. and HOFFER, T. "Response to Teuber-James, Cain-Goldberger and Morgan." *Sociology of Education* 56 (October 1983): 219-234.

Coleman and Hoffer critique Morgan's analysis of private school effects. They suggest that Morgan's findings are inconclusive because of his failure to weight the data, because of his small and unrepresentative sample of private school youth, and because of a misspecification in his theoretical model. Cohort: Y.

276 CONGRESSIONAL BUDGET OFFICE. "Sources of Support Among Adolescent Mothers." U.S. Congress (Forthcoming).

A forthcoming Congressional Budget Office study examines the sources of support used by adolescent mothers in their first years of parenthood. Included in the study is an analysis of the 1979-1985 NLSY that examines the patterns of welfare receipt among those adolescent women (15-19 years old) who had their first child during the survey years. The analysis estimates the probability that an adolescent mother makes a transition onto welfare after having her first child; the length of time an adolescent mother stays on welfare in her first "spell" of welfare receipt and the probability that she leaves the program; and the probability that she receives welfare in various periods after birth. Furthermore, the welfare dynamics of adolescent mothers with different characteristics, such as marital status, age, and race, are also examined. Cohort: Y.

277 CONSTANTINE, JOHN A. and BAHR, STEPHEN J. "Locus of Control and Marital Stability: A Longitudinal Study." *Journal of Divorce* 4,1 (Fall 1980):11-22.

The relationship between locus of control and marital stability of young men between the ages of 16-25 who were married is investigated. A factor analysis of the locus of control measures found three factors: a leadership scale, a personal scale and a fate scale. These men were followed for five years to ascertain those who were still married and those who were not. Analysis of covariance controlling for age and socio-economic status was conducted comparing the married group with the divorced or separated group. A significant difference in the two groups appeared on the leadership scale only. The implications for this finding are discussed in relation to clinical practice and future research. Cohort: B.

278 COOK, ERIC WILLIAM. "A Variable Coefficients Analysis of Young Men's Labor Supply Using the National Longitudinal Survey." Ph.D. Dissertation, Florida State University, 1983.

This study measured the determinants of men's labor supply behavior by integrating the use of high quality labor market data with the best of both empirical and theoretical labor supply modeling. The ten year histories of men's labor market behavior associated with the NLS of Young Men permitted the use of the random coefficients regression (RCR) model which relaxed the usual assumption of homogeneity of individuals' labor supply behavior. This innovation was combined with the best econometric and theoretical features from previous empirical research in order to assess men's labor supply behavior more accurately. There were several important findings of this study. First, when individuals' coefficients were different, a Monte Carlo experiment proved that the RCR estimator was substantially more accurate than both the OLSP and OLSA estimators. Second, the degree of heterogeneity in individuals' labor supply coefficients and variances was found to be so large as to require recognition. This indicated that the OLSP, OLSA, and GLSH estimators were not efficient. Third, the final results were sensitive to: (1) the omission of education from the labor supply equation; (2) the use of a non-random sample; and (3) not adjusting the estimation method to account for the endogenous explanatory variables in the labor supply equation. Fourth, the coefficient and elasticity estimates indicated individuals' responsiveness to changes in both the wage rate and income was extremely low. This estimated inelasticity was even more pronounced than the inelastic labor supply estimates obtained in previous empirical research. Finally, it was found that the variations in individuals' labor supply coefficient responses were significantly explained by a number of background variables. The emphasis upon individuals' heterogeneity in labor supply behavior was an important contribution of this study for empirical modeling in this area. Since the theory of labor supply begins at the individual level, empirically modeling individual differences represents a coalescence of theory with the econometric application which heretofore has not been attempted. Cohort: B.

279 COOK, JUDITH A. and GREY, DENNIS. "Child Care Arrangements Among Adolescent and Young Adult Parents: Findings from a National Survey." Presented: San Antonio, 79th Annual Meetings of the American Sociological Association, 1984.

The purposes of this study are to identify the characteristics related to use of a particular type of caretaker (in this case a relative or nonrelative) in families with preschool children. This involves the use of a model to explain the child care choices of employed mothers of preschoolers in the years 1967 and 1971 by Richard Shortlidge, and applying this model to data from the 1978 NLS of Young Women and the 1982 NLSY. This analysis identifies age, race, sex, family composition, and region of residence as important variables. The model first demonstrates that characteristics of family composition are major influences on the nature of child care arrangements. Some household characteristics, such as the presence of a spouse or an adult, represent a family's child care resources, while others, such as the presence of both an infant and preschooler, signify additional child care responsibilities. A second finding was that the model works better to explain the child care choices of females than it does for males, more likely because of the strong emphasis on women's role as child caretaker in American society. Third, differences exist in predicting the child care choices of females by age at first birth. Female teenagers at birth are more constrained in their child care choices by the presence of a parent to care for the child, their region of residence and city size, and the need to arrange child care for both an infant and preschoolers. Cohort: G Y.

280 COOKSEY, ELIZABETH C. "Outcome of Adolescent First Premarital Pregnancies: The Influence of Family Background." Ph.D. Dissertation, Brown University, 1988.

This research focuses upon how aspects of family background influence how adolescents in the United States resolve a first premarital pregnancy. Comparatively sparse attention has been paid to adolescent premarital pregnancy resolution, and previous studies that have addressed the issue have been flawed by a number of common problems. Often all three choices (abortion, out-of-wedlock parenthood, or marriage to legitimate the birth) have not been modelled as separate outcomes, and when this has been done, the data used have not been from a national sample precluding nationwide generalizability of results. In this research, data from the NLSY are utilized which provide a sufficiently large case base, and a diversity of racial/ethnic, religious and family structure backgrounds. Most importantly, these data reflect a conscious effort to collect quality abortion reports and thus enable the three pregnancy outcome choices to be segregated from one another, but simultaneously modelled. Pregnancies occurring between February 1973 and March 1982 are included in the analysis. Multinomial logistic regression is performed to analyze these data since the dependent variable of pregnancy outcome is comprised of three categories. The independent variables utilized (age at first conception, religious affiliation, race/ethnicity, parental education, family structure, and number of siblings), measure a number of family background characteristics hypothesized to effect how the adolescent resolves her first premarital pregnancy. All of the predictor variables (excluding religious affiliation when not modelled as part of an interaction term with race/ethnicity) were found to be significant predictors of adolescent premarital pregnancy resolution. Some, for example, race/ethnicity, parental education and number of siblings, were found to be especially powerful. The findings of this study may be put to good use in helping to pinpoint areas where services such as counselling to aborters, and provision of advice, and material goods to adolescent parents may be best provided. [UMI ADG88-22487] Cohort: Y.

281 COONEY, ROSEMARY S. and CULLINAN, MERITTA B. "Atypicality of Occupational Attainment: Preemployment Aspirations, Parental Role Modeling and Work Experience." American Sociological Association, 1988.

This paper presents an examination of the relevance of the socialization perspective, particularly aspirations and parental role modeling, for understanding sex-type of first full-time civilian job after leaving full-time education and current job. Data were drawn from the 1966-1980 NLS, with the sample restricted to whites aged 14-18 who were enrolled full time at the initial survey date-1966 for men and 1968 for women. The general conceptual framework is derived from the status attainment literature. Major elaborations include marital/family and work histories, with attention to the sequencing of these experiences before and after their first job. While the greatest direct influence of family background and aspirations is shown, as expected, to be on first job, it is important to evaluate indirect influence, through first job, on subsequent work and family life history experiences. [Sociological Abstracts, Inc.] Cohort: B G.

282 COONEY, TERESA M. "School and Work Transitions in Young Adulthood: The Influence of Prior and Concurrent Family Conditions." Ph.D. Dissertation, The Pennsylvania State University, 1988.

This study used three data sets from the NLS to compare the relative influence of family conditions measured at two points in time--early adolescence (age 14) and young adulthood (age 18)--on the probability of young adults' making the transitions out of school and into work by age 18. It is argued that the timing of family influences on young adults' transitions is important since such influences as parents' occupation, income, marital status and family size are known to change over time. Logistic regression analyses were used to compare prior (age 14) and concurrent (age 18) family influences on the transition behavior of 740 white women and 633 men who were ages 14-24 in the mid 1960s. The analyses revealed that, in this sample, family conditions were extremely stable over the period from age 14 to 18. Thus, comparisons of prior and concurrent family predictors of school and work transitions were impossible to make. However, regarding more general family influences on transition behavior, significant gender differences were found, as well as differences in family influences on the school versus the work transition. Specifically, concurrent family income was negatively related to the likelihood of men, but not women leaving school. The opposite was true for the transition to work. Also, living in a single-parent family at 14 was related to a greater likelihood of men, but not women, entering work by age 18. Women living in one-parent families at age 18 were less likely than other women to leave school by age 18. Overall, family conditions were better predictors of men's than women's work transition and, for the total sample, family conditions were much stronger predictors of the school than the work transition. Methodological problems encountered when trying to examine family instability and its consequences are addressed, along with alternative methods for studying the relative influence of prior and late family conditions, and the impact of family change. Reasons for the lack of predictive power in the tested models are explored, and recommendations for future research are made. [UMI ADG88-17976] Cohort: B G.

283 COPPOCK, DAVID S. "Empirical Tests of Job Search Theory Using the Duration of Unemployment." Ph.D. Dissertation, Yale University, 1980.

This dissertation uses data on the duration of unemployment to test theories of job search. Two questions are emphasized. First, whether the probability that an unemployed individual accepts a job offer increases or stays constant over the spell of unemployment, as is predicted by job search models. Second, whether periods of high unemployment are characterized by a paucity of job offers or by misperceptions on the part of job searchers about the wage offer distribution. Estimating how the probability of accepting a job offer changes over the spell of unemployment (duration dependence) is difficult because negative duration dependence (i.e., a declining probability of accepting a job offer) has many of the same implications for the data as does heterogeneity in the acceptance probability across individuals. It is shown, in fact, that some past attempts to overcome this problem rely on arbitrary functional form assumptions which cannot be justified. However, it is shown that some inferences about heterogeneity and duration dependence can be made when data are available on more than one spell of unemployment for some individuals. These methods are implemented using data from the NLS of Older Men. The results are consistent with job search theory. Under various hypotheses about the nature of business cycles, a simple model of job search is used to make predictions about how the coefficients of an unemployment duration equation should change over the business cycle. Cyclical estimates are obtained using a sample of adult men from the Current Population Survey. The results support the hypothesis that recessions are characterized by a paucity of job offers. Cohort: M.

284 CORCORAN, MARY. "The Employment and Wage Consequences of Teenage Women's Nonemployment." In: *The Youth Labor Market Problem: Job Nature, Causes, & Consequences*, R. Freeman, et.al., eds., Chicago: University of Chicago Press, 1982.

The author examines how lack of employment during the teenage years affects future employment and wages. The results indicate considerable persistence in the women's employment behavior, which in part may be due to unmeasured individual differences influencing a woman's propensity to work. Evidence also suggests that early nonemployment is associated with lower future wages. For white women, wage losses associated with prolonged nonwork are greatest when it occurs at the beginning of their careers. For teenage women with less than 14 years of schooling, nonemployment is pervasive and prolonged. It is associated with a lower probability of employment in the short run and with lower wages throughout women's work careers. Thus, early employment behavior has lasting implications for women's future economic career. Cohort: G.

285 COTTERMAN, ROBERT. "Estimation of a Dynamic Model of Labor Supply: The Case of Older Males." Final Report, Assistant Secretary for Policy, Evaluation, and Research, U.S. Department of Labor, 1977.

The first chapter of this report on the employment of older males provides a theoretical analysis of a dynamic labor supply model. A number of comparative dynamics results are presented, with particular emphasis placed on the labor supply effects of changes in the initial stock of assets, the level of wage rates, the rate of wage growth, and the length of the horizon. A point of special interest is the possibility that different rates of wage growth may explain a portion of differences in labor supply and retirement behavior among older men. The second chapter provides an econometric framework for estimating a dynamic labor supply model using panel data. The third chapter presents empirical results estimated on a subsample of Older Men drawn from the NLS. Included in these results are estimates of the parameters determining participation probabilities, weekly hours of work, and hourly wage rates. Cohort: M.

286 COX, DONALD F. "An Empirical Analysis of the Determinants of Initial Occupational Choice by Male High School Graduates." Ph.D. Dissertation, University of Maryland, 1986.

An empirical analysis of the determinants of initial occupational choice by male high school graduates was conducted. The approach used was based on the theory of random utility, according to which, the individual selects a particular outcome from a set of possible outcomes based on both observed and unobserved characteristics of the individual and the particular possible outcome. In this study, the occupational choice set contained three possible outcomes: civilian sector employment, military service and college enrollment. For the empirical analysis, a sample of 1,748 male high school graduates was drawn from the 1979-1981 NLSY. The empirical model consisted of a mixed discrete/continuous simultaneous 4 equation system. Three estimation strategies were used: a simple two stage logit/ordinary least squares procedure, and two modified procedures correcting for self-selectivity and choice-based sampling bias. The results indicate that the decision to enlist is most sensitive to the net income of the individual's family and the predicted civilian sector wage. Also important are the military experience of the individual's father and the desire to acquire additional training. In addition, the differences in the estimates across the three estimation procedures illustrate the importance of correcting for sample biases. Cohort: Y.

287 CRAMER, JAMES C. "Family Structure and Infant Health." Presented: Chicago, the Meetings of the Population Association of America, 1987.

The risks of low birthweight and infant morbidity and mortality are higher for teenage and unmarried mothers than for other mothers. These risks are conditional: the difference in risks between married and unmarried mothers is small among adolescents and large among older mothers. An explanation of the conditional risks is proposed in terms of income and family structure. Teenage and unmarried mothers have low incomes, hence the higher risks; among unmarried teenage mothers, the effects of low income are mitigated by living at home with relatives and receiving financial assistance from relatives. This hypothesis is tested with data on birthweight for white mothers, using the NLSY. The expected patterns of low income and residential and financial assistance from relatives are indeed found; differences in income and assistance by age and marital status are very large. However, income and family assistance are unrelated to birthweight and most of its proximate determinants, e.g., weight gain, prenatal care, or smoking. Thus, income and family assistance do not explain the effects of age and marital status on birthweight among white mothers. Smoking and pre-pregnancy weight-for-height do explain these effects; weight gain and prenatal care are also important. These results suggest that youth subcultures, media advertising and images, and personal preferences, not income, are the factors responsible for poor pregnancy outcomes among teenage and unmarried white mothers. Cohort: Y.

288 CRAMER, JAMES C. "Patterns of Poverty and Financial Assistance Among Premature Mothers." Presented: Baltimore, MD., Population Association of America, 1989.

Women who deviate from the normative life cycle by bearing children "too soon" relative to the proscribed age or sequence of events (e.g. teenage or unwed mothers) can be called "premature mothers." One of the most pressing problems experienced by premature mothers is a high incidence of poverty. This paper user NLSY data to describe patterns of poverty among premature mothers from before birth until three years after birth, by race and ethnicity. Patterns of assistance from relatives and from public programs, and relationships among the types of assistance, also are described. Several factors associated with patterns of poverty and assistance are examined. Cohort: Y.

289 CRAMER, JAMES C. "Race/Ethnicity and the Determinants of Low Birth Weight." (In-progress Research).

The incidence of low birthweight is high for Blacks and Puerto Ricans in the U.S. relative to White Anglos, Mexican Americans, and Native Americans. The Black-White difference in birthweight remains large even when maternal age at birth, birth order, marital status, and education are controlled. Income often is mentioned as a likely cause, although other groups with low income (e.g. Mexican Americans, Native Americans) have favorable birthweight distributions. The negative effects of income in these other groups may be offset by other, more favorable characteristics; clearly a multivariate approach to explaining birthweight differentials is needed. The purpose of the proposed research is to construct a causal model of birthweight, proximate determinants, and socioeconomic characteristics, and to use this model to explain similarities and differences in birthweight among Blacks, Mexican Americans, Native Americans, Puerto Ricans, and White Anglos. The proximate determinants include indicators of stress, nutritional status and physical size of the mother, smoking, and prenatal care. Socioeconomic characteristics include income, age, marital status, education, etc. Income is a central focus of the model. Survey data will be used to measure family income in considerable detail. Many high-risk groups live with relatives and receive various types of assistance from relatives, as well as various types of public assistance. Household income, kinship assistance (with housing, finances, and child care), and public assistance will all be considered along with family income. Proximate determinants are included in the model in order to explain racial and ethnic differences in birthweight in medical/biological and policy-relevant terms, and in order to trace the causal mechanisms by which income and other socioeconomic characteristics are associated with birthweight. The research will use data from the NLSY for a nationally representative sample of 4,000 babies born to mothers aged 14-29. [FEDRIP/NTIS] Cohort: Y.

290 CRAWLEY, BRENDA. "Determinants of Labor Force Participation during the Retirement Decade: An Analysis of Aged Black Males and Aged White Males." University of Illinois at Urbana-Champaign, 1981.

This study investigated socioeconomic factors which impact on aged participation during the retirement decade. While the primary focus of the study was descriptive, the following hypothesis based on available but limited research was tested: older white males are more likely than older black males to have higher labor force participation rates during the retirement decade when income, education, and age are held constant. Labor force participation during the retirement decade was the dependent variable, race was the independent variable, and income, education, and age were the control variables. The basis unit of study was a NLS cohort of 2,111 men aged 60 to 69 in 1976. The hypothesis of higher white labor force participation rates relative to blacks was rejected. Under the light conditions of control, the dominant pattern was higher rates for blacks. This finding held for upper and lower income status, well and less well educated, and "young" and "old" aged blacks. Further research is recommended to determine if these findings are indicative of new patterns of aged labor force participation, i.e. patterns which will result in greater labor force attachment by blacks over time. Cohort: M.

291 CRIMMINS, EILEEN M. "Women's Labor Force Participation and Fertility: A Comparison of Evidence from the National Longitudinal Survey of Young Women and the Consumer Panels." Final Report, Employment and Training Administration, U.S. Department of Labor, 1979.

The purpose of the study has been to replicate analyses originally done with the Consumer Panel data using data from the NLS of Young Women. In spite of the differences between the two samples in demographic characteristics and the variability in operational definitions of theoretical concepts, results of these analyses relating women's employment and fertility are often similar. Where differences exist they can in part be attributed to differences between the two samples in their stages in the family life cycle: the social and economic climate at the time of marriage and early childbearing; and the socioeconomic characteristics of the sample. The relationships between employment and fertility are not the same for white and black women in the NLS sample. The findings for white women are more similar to the findings from the Consumer Panel than are those for black women. Cohort: G.

292 CROWLEY, JOAN E. "Delinquency and Employment: Substitutions or Spurious Associations." Presented: Washington, D.C., American Society of Criminology, 1981.

The hypothesis that unemployment leads to crime is implicit in much of the policy work on employment. Data from the 1980 NLSY linking self-reports of crime and various indices of employment show that there is little direct effect, either of crime on employment or of employment on crime. Among high school youth, school experience seems much more important than labor force experience in the etiology of crime. Early transition out of childhood may be associated with both employment outcomes and with illegal behaviors. Relationships between crime and work may be mediated by education and other background factors. Cohort: Y.

293 CROWLEY, JOAN E. "Demographics of Alcohol Use Among Respondents of the 1982 National Longitudinal Survey of Labor Market Experience of Youth Panel." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

This report provides simple cross-tabular results from the administration of a short series of alcohol use questions on the 1982 NLSY. The primary focus is on the variations in reported alcohol consumption by race, sex, and age. Several clear patterns emerge even from the simple cross-tabular analysis presented here. Young men are more likely to drink than are young women, and young men are much more likely to drink heavily. White males consume the most alcohol virtually any way it is measured. Hispanics report a pattern of drinking similar to that of whites, although at a slightly lower level. Black males, on the other hand, tend to report lower levels of drinking, both in terms of number of drinking occasions and in quantity of liquor consumed. While black males drink substantially more than do any of the ethnic categories among females, their pattern of responses is more similar to the female pattern than to the pattern for white or Hispanic males. That is, black males tend not to report drinking great quantities of alcohol at one session, and are less likely than other men to frequent bars. Cohort: Y.

294 CROWLEY, JOAN E. "The Demographics of Alcohol Use Among Young Americans: Results from the 1983 National Longitudinal Survey of Labor Market Experience of Youth." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

This research reports on the drinking patterns of the general population as they are leaving adolescence and entering adulthood. Drinking patterns in 1982 were described in a previous report. This report focuses on three issues: an assessment of the consistency of responses between 1982 and 1983, a description of the demographics of drinking patterns using indices developed from the 1983 data, and a description of the occupational patterns of drinking among young people. The trends in the data suggest that drinking to the point of drunkenness may peak at about age 19 or 20. Youth with more education, whose parents have at least some college, who are not poor, who are white and who come from mainstream churches tend to drink twice a week or more, but generally in moderation. Youth with the characteristics associated with lower levels of income and status have much higher proportions of non-drinkers and overall drink less frequently than other youth, but those who drink tend to drink larger quantities per drinking day. Occupation and industry are seen to have little effect on drinking. Cohort: Y.

295 CROWLEY, JOAN E. "Longitudinal Effects of Retirement on Men's Well-Being and Health." *Journal of Business & Psychology* 1,2 (Winter 1986): 95-113.

This paper explored both the psychological and physical quality of life of retired men, using data from the NLS of Older Men. Five categories of retirees were established: voluntary early age, voluntary normal age, health, mandatory, and discouraged. The analysis is based on 1,200 men (aged 54-69 yrs) who were in the labor force at the 1976 interview, had not retired before that time, and who were interviewed in 1981. About half the respondents retired in the 5 years between interviews. Using several measures of well-being, voluntary retirees were found to consider themselves better off than did other retirees or comparable respondents still working. The effect of retirement on well-being seems highly related to other circumstances (especially financial security and health) surrounding the individual, rather than to the event of retirement, per se. [(c)APA] Cohort: M.

296 CROWLEY, JOAN E. "Longitudinal Modeling of the Relationship between Crime and Employment among Young White Americans." Presented: Denver, American Society for Criminology, 1983.

Both economic and sociological theories of crime focus on illegal activities as rational alternatives to conventional employment under certain conditions. Two alternate models of the link between crime and employment were developed, one hypothesizing that factors such as education and employment history affect crime through determining the individual's expected wage, and the other model hypothesizing that these factors are indicators of commitment to conventional roles. Path analyses were calculated, using data from the NLSY. Neither model was entirely supported. Among white females, there were no significant relationships between any predictors and criminal behavior, or between criminal behavior and employment. Among white males, violent crime was associated with time out of the labor force. Criminal activities may reflect life styles, rather than rational calculations of costs and benefits. Cohort: Y.

297 CROWLEY, JOAN E. "Longitudinal and Cross-Cohort Employment Patterns of Women." Presented: Washington, D.C., American Psychological Association, 1982.

This paper reviews the research done on labor force participation, wages, and occupational segregation which utilized the Mature Women, Young Women, and NLSY data. Each successive cohort of women shows higher levels of commitment to the labor force. Even among the mature women, a very high proportion worked either continuously or sporadically. Young women are showing stronger commitments to the labor market, higher levels of education, and lower levels of fertility (actual and expected), meaning that there should be fewer conflicts between home and work and greater expected returns to employment. Attitudes toward work are becoming more favorable, both across cohorts and across time within cohorts. Women continue to be concentrated in relatively few occupations, and the aspirations of respondents in the youth cohort indicate that a great deal of difference between men and women persists, although the gap is not as wide as it was for the youth from the 1960s cohorts. Most trends are in the direction of increased employment, wages, and decreased occupational segregation. Cohort: G W Y.

298 CROWLEY, JOAN E. "Status Variations in Alcohol Use Among Young Adults: Results from the National Longitudinal Surveys of Youth." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

Previous reports in this series have focused on descriptions of alcohol use patterns among NLSY. This report extends the descriptive material to the 1984 data, and extends those results with multivariate analyses of alcohol use patterns as they are related to indicators of socioeconomic status. In 1984, the questions on alcohol use were supplemented for the first time with questions on problems resulting from alcohol use. A major portion of this report details the patterns of reported problems within the young adult population. The author concludes that alcohol use is not well accounted for by broad socioeconomic categories. Alcohol related problems are not simply a function of alcohol consumption since patterns in relationships between status variables and drinking patterns were not affected by the inclusion of drinking behavior in the models. Cohort: Y.

299 CROWLEY, JOAN E. "Three Generations: The NLS of Labor Market Experience of Women." Presented: Washington, D.C., American Psychological Association, 1982.

This paper reviews research on demographic and labor force related changes identified in the NLS. Women are planning on greater labor force participation, higher levels of education, and lower levels of fertility. Working produces more favorable attitudes toward work among women, which in turn is associated with greater labor force participation, both among the women themselves and among their daughters. Even among the mature women, the majority reported spending substantial proportions of their time in the labor force during the decade studied. Black women are more likely to be forced out of the labor force due to ill health, while white women appear to be able to adapt to ill health by reducing hours or weeks worked. Among the young women, those who expect to work tend to have fewer children, but having children does not appear to affect subsequent employment, indicating that expectations about fertility and labor force participation are substantially formed prior to entry into the labor market. Marital disruption has a smaller effect on employment than is commonly supposed. There are still substantial differences between men and women in their occupational aspirations, but the differences are diminishing generally. Young women appear to be aspiring to higher prestige jobs in the late 70s than they did in the late 60s. Overall, the trends uncovered in research on women done using the NLS data sets show continued economic progress for women. There is some evidence of a counter-trend, however, in the increase over time in early childbearing, especially among minority women. Cohort: G W Y.

300 CROWLEY, JOAN E. "Welfare and Early Motherhood." Presented: Seattle, Association of Women in Psychology, 1983.

Anecdotal evidence has led to concern that early childbirth leads to welfare dependency among young women, particularly minority women. This paper uses data on women from the 1982 NLSY to look at the links between childbirth, poverty and welfare, comparing women who had had a first birth before their 18th birthday with women who had had children at an older age and with non-mothers. Early childbirth was associated with poverty, low educational attainment and aspirations, low self-esteem, and traditional views of women's roles. Multivariate analysis showed that family composition, particularly marriage and independence from parents was associated with staying off welfare following childbirth. Controlling for background factors, race is not a significant predictor of welfare receipt. Cohort: Y.

301 CROWLEY, JOAN E. and SHAPIRO, DAVID. "Aspirations and Expectations of Youth in the United States: Part 1. Education and Fertility." *Youth & Society* 13 (June 1982):391-422.

Data from the first wave of the NLSY are presented and young people's plans for education and for parenthood are examined. All analyses look at variation by race and sex. Half of the youth aspire to complete college, and almost all expect to complete at least high school. Two thirds express a desire for occupational training in addition to regular schooling. Analysis of expected fertility shows a strong preference for a two child family. A multivariate model was developed, using both socialization and human capital perspectives in the specification. Family background is highly significant in explaining plans for both education and fertility. Sex role traditionality was a highly significant predictor of the outcome variables for both men and women. With background factors controlled, black youth aspire to higher levels of education than do whites. Among young women, the expected inverse relationship between expected fertility and expected education was very weak, suggesting that these women do not expect their families to prevent their attainment of their educational goals. Cohort: Y.

302 CROWLEY, JOAN E. and SHAPIRO, DAVID. "Occupational Aspirations And Sex Segregation: Trends and Predictions." Presented: Los Angeles, American Psychological Association, 1981.

This paper uses two approaches to understanding occupational aspirations and their impact on sex segregation in the labor force: comparisons of occupational aspirations from two cohorts measured over a decade apart, and multivariate analysis of occupational aspirations from the younger of the two cohorts. The data rely primarily on the 1979 interview of the NLSY, with comparisons drawn from the 1967 NLS of Young Men and the 1968 NLS of Young Women. Youth in the 1979 cohort showed a strong preference for careers in professional and managerial occupations. Compared with the earlier cohorts, young women shifted out of lower-skilled to higher-skilled occupations, although still showing the traditional concentration in clerical positions. Over the decade, young men were more likely to aspire to skilled trades in 1979 than in 1967. Women in 1979 were only half as likely as women in 1968 to say that they expected to be housewives not in the paid labor force at age 35. The multivariate analysis showed that sex-role traditionality was associated with lower aspirations both for men and women, even with social background controlled. The result for men was not expected, since none of the sex-role measures directly assessed men's roles. Sex role traditionality may serve to limit the range of occupations considered appropriate, both by men and by women. Cohort: B G Y.

303 CULLINAN, MERITTA B. "Sex-type of Parental Occupations and Sex-Typed Occupational Aspirations: Factors Affecting the Sex-typed Occupational Attainments of Young White Women and Men." Ph.D. Dissertation, Fordham University, 1989.

This research focuses on the differing socialization experience of women and men as a factor in the occupational attainment process. Specifically, this study examines the role of socioeconomic family background characteristics, particularly parental role modeling as exemplified by the sex-type of parent's occupation, and atypicality of occupational aspirations, on atypicality of first job as well as that of occupation held in the final survey year. Using data drawn from the surveys of Young Women and Young Men in the NLS, a sample of white 14 to 18 year old women and men is followed from the initial survey year, when they were still enrolled full-time in school, to the last survey year--14 years later. During this time, the men and women left full-time education, began their first full-time civilian occupations, adopted marital/family roles and accumulated work experience. The study makes use of a theoretical model drawn from status attainment and human capital studies of occupational attainment. Given the findings generated by the above schools, this research incorporates measures of socioeconomic family background characteristics and aspirations, as well as measures of human capital qualifications and labor market commitment, as factors which impact on the occupational attainment process of men and women. Family background characteristics are found to influence atypical attainment. Father's atypicality directly influences son's entry-level atypical employment, whereas mother's atypicality has a direct influence on daughter's atypical current achievements. This offers confirmation of the importance of family background characteristics in atypical attainment and specifically offers evidence supporting a same-sex role model effect. Moreover, pre-employment aspirations play an important role in the atypical attainment process of women and men. Atypicality of occupational aspirations has significant direct effects on both entry-level and on current atypical occupational attainment for both sexes. The importance of nontraditional aspirations for atypicality of first job and for subsequent atypical attainment approximately 14 years later supports the contention that the sex-type of pre-employment aspirations does contribute significantly to the explanation of sex-typed occupational attainment. [UMI ADG89-10752] Cohort: B G.

304 CUNNINGHAM, SUSAN MARY. "Shift-Work Patterns Among Youth: A Three-Year Analysis." Ph.D. Dissertation, University of Maryland, 1986.

This dissertation examines shift work (day versus nonday work hours) from a sociological perspective, applying some concepts rooted in the dual/segmented labor market literature to an analysis of shift distribution at one point in time and patterns of shift changes over a three-year period. The operationalizations derived from this literature are sector, labor market (high/low capacity jobs), race, and gender as predictor variables. Marital status, income last year (a proxy for experience in the labor force), college student status, full-time/part-time employment status, and age were added as control variables. The data are from the NLSY (1980-82). Both the bivariate and multivariate hypotheses reflect a general theme: the proposed negative-impact principle. The results support the application of this principle. For both analyses, the sector/shift relationship is stronger for workers who hold low-capacity jobs and who report lower incomes. For shift pattern, the sector/shift relationship is stronger for students and for unmarried respondents. For shift distribution, a student/shift and employment-status/shift association is stronger among lower-income respondents. The gender variable conforms to the negative-impact principle but not in the predicted manner. Race shows no association with shift work in terms of either a main effect or higher-order interactions with other variables. The age variable is similarly unrelated at the bivariate level and appears only weakly in a higher-order interaction in both analyses. Cohort: Y.

305 CURTIS, ERVIN W.; BORACK, JULES I.; WAX, STEPHEN R. "Estimating the Youth Population Qualified for Military Service." Mimeo, Navy Personnel Research and Development Center, 1987.

This report describes a methodology for estimating the number of male, high school graduates who can be expected to qualify for military service under existing aptitude and physical standards. Using data from the 1980 Census and NLSY Profiles data, estimates for each year (1984-1990) by aptitude category, recruiting district, and racial/ethnic group are presented. The results indicate a decline in the qualified military available (QMA), a shift in QMA from the Northeast to the Southwest, and a movement in the QMA racial/ethnic mix toward a larger Hispanic share. Cohort: Y.

306 D'AMICO, RONALD. "Career Paths and Career Origins: The Effect of First Job Industry on the Attainments of Mature Men." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1981.

The fundamental contention of this paper is that the industrial environment encompassing a worker's career origin has pervasive and irrevocable effects on his subsequent career development. This is so even for workers who transfer to a new industrial setting. The linkages that exist between industries, internal labor markets, and career paths are explored. Empirically, it is demonstrated that industry of first job is a significant and strong predictor of earnings and occupational SEI for workers late in their careers. This finding holds despite controls for a number of relevant human capital and other such variables as current job industry, and with various alternate universe restrictions. The final sections of this paper explore the ways in which industries impact on careers. These processes are complex and not well specified by current models of industrial organization. In conclusion, it is argued that these results support the relevance of institutional environments in shaping career development, and that industry is an appropriate level of aggregation at which these processes can be studied. Cohort: M.

307 D'AMICO, RONALD. "Does Employment During High School Impair Academic Progress?" *Sociology of Education* 57,3 (July 1984):152-164.

The extent of high school employment is documented and its relationship to study time, free time spent at school, class rank, knowledge of occupational tasks, and the probability of dropping out before completing high school is evaluated. Results show that more extensive work involvement is associated with decreased study time and decreased free time at school for some race/sex groups, but no effects on class rank are uncovered. Very extensive work involvement of white male sophomores and white female juniors is associated with an increase in their rate of dropping out, but less intensive work involvement of those of most race/sex groups in grade 11 actually appears to lead to increased rates of high school completion. That high school employment may foster high school achievement is explained by a congruence hypothesis, which holds that a correspondence exists between the personality traits promoted and rewarded by employers and those traits promoted and rewarded by teachers. Cohort: Y.

308 D'AMICO, RONALD. "The Effects of Career Origins on Subsequent Socioeconomic Attainments." *Work and Occupations* 12,3 (August 1985): 329-350.

An attempt is made to demonstrate that the institutional structures and environment of a worker's career origins shape opportunity structures and channel subsequent career developments. Specifically, the first job held after school is a particularly strong determinant of occupational placement and the earnings attainment of a worker late in his career. Data from the 1966 NLS of Young and Older Men are used to relate current earnings and occupational status to first-job characteristics. The findings indicate that the worker's first job does indeed strongly influence occupational attainments later in the career, but is less likely to be a strong predictor of earnings attainment. The survey also shows that the institutional effects on socioeconomic attainments are complex and not easily measured or explained. A study using firm-level attributes conducted over a longer period of time may reveal stronger effects of first job characteristics on workers' eventual attainment. Cohort: B M.

309 D'AMICO, RONALD. "Explaining the Effects of Capital Sector for Income Determination." *Work and Occupations* 9 (November 1982): 411-439.

This article explicates some of the mechanisms whereby economic sector affects earnings. It estimates both direct and indirect sectoral effects, disaggregates the dependent variable into hourly wage and annual hours worked components and explores the interplay between sector and occupational distributions. The final section explores the extent to which capital sectors exhaust the relevance of industrial structure for earnings. The author finds that substantial interindustry variation in wages exists net of sector. Cohort: B.

310 D'AMICO, RONALD. "Industrial Feudalism Reconsidered: The Effects of Unionization on Labor Mobility." *Work and Occupations* 11,4 (November 1984):407-437.

In recent years, sociologists have displayed increasing attention to investigating the ways in which institutional or organizational features of the labor market constrain workers' mobility patterns throughout the economy. Notable within this corpus of research by virtue of their glaring omission are analyses of the role of trade unions. This paper attempts to fill this gap by investigating union effects on patterns of job mobility. It finds that union effects vary by type of union and by type of job change, with industrial unions promoting the incidence of intra-firm occupation changes and craft unions decreasing the incidence of inter-occupation moves. The author concludes that unions operate to lend coherence and stability to careers by binding their members more closely to organizational and occupational structures. Cohort: B M.

311 D'AMICO, RONALD. "Informal Peer Networks and School Sentiments as Integrative and Social Control Mechanisms." Presented: Detroit, American Sociological Association, 1983.

The amount of non-study time which youth spend in high school and their expression of positive sentiments towards their schools are taken to be indicators of degree of involvement in and commitment to educational institutions, respectively. According to social control theory, these variables should be positively associated with a tendency for students to embrace socially accepted modes of behavior. These hypotheses are tested by investigating the effect of non-study school time and school sentiments on youths' educational aspirations and their commission of delinquent acts. Results show mixed support for the hypotheses, with important race and sex differences found. Cohort: Y.

312 D'AMICO, RONALD. "Pathways to the Future, Volume VI: A Report on the National Longitudinal Surveys of Labor Market Experience of Youth in 1984." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1986.

This report describes the work experience of a nationally-representative sample of 12,000 Americans who were age 14-21 when first interviewed in 1979 and who have been surveyed annually since then. Chapter One examines welfare, education, and labor market outcomes for CETA participants and non-participants. Chapter Two aims to identify the influences on the length of time young people are unemployed. Chapter Three examines a method for determining the existence and impact of selection bias, which is known to affect outcomes of labor policy discussions depending on how the bias is corrected. Chapter Four examines the long-run impact of teen-age unemployment on later labor market success. Chapter Five examines variation within families in investment of resources in their children's educational and occupational attainment process. Chapter Six adds evidence to other studies showing how pervasive employment is among high school youth. Chapter Seven provides information about the on-the-job training provided to young men by private employers. Chapter Eight compares the post-school work experience of youth who served in the All-Volunteer Force and those who did not. Cohort: Y.

313 D'AMICO, RONALD. "A Quantitative Procedure for the Assignment of Industries to Capital Sector Types." Columbus,OH: Center for Human Resource Research, The Ohio State University, 1981.

While dual economy theory has been shown to enhance our understanding of the process of stratification in America, a satisfactory operationalization of the fundamental concept underlying this theory--that of a bifurcated industrial structure--has yet to be devised. This paper attempts to fill this void by factor analyzing production and product market characteristics of industries. The resultant factor structure is inspected for evidence of dualism and factor scores are used to assign industries to sectors. Cohort: B.

314 D'AMICO, RONALD. "Status Maintenance or Status Competition? Wife's Relative Wages as a Determinant of Labor Supply and Marital Instability." *Social Forces* 61 (June 1983):1186-1205.

This paper tests two contending theories about the effect of the interaction between husband's and wife's earnings capabilities on the wife's labor force participation and on the probability of marital dissolution. The first of these is Parsons' status competition model which suggests that, other things equal, the higher a woman's wage potential relative to her husband's, the more peripheral should be her labor force attachment. Violation of this constraint by her employment in a status competitive position is presumed to lead to increased risk of marital disruption. By contrast, Oppenheimer's status maintenance model proposes that the family's efforts to enhance its position in the socioeconomic hierarchy is an inducement to the wife's employment the more congruent her potential labor force achievement is with her husband's. Our results generally support the Oppenheimer model, although some support for Parsons' model was found. The paper concludes by emphasizing the need for study of the interactive linkages between husbands' and wives' careers. Cohort: W.

315 D'AMICO, RONALD. "Supply and Demand Factors in Income Determination." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1980.

This paper endeavors to clarify some unexplored issues evolving from dual economy theory. In particular, the author tries to model the process by which individuals get allocated to sectors, elucidate the mechanisms by which capital sector affects earnings, and note the overlap between occupational and industrial dualism. The final section of this paper attempts to evaluate dualism in a somewhat broader sense. In particular, the author explores the extent to which capital sectors exhaust the relevance of industrial structure for earnings. The author finds that substantial inter-industry variation in wages exists net of sector. Cohort: B.

316 D'AMICO, RONALD and BROWN, TIMOTHY. "Patterns of Labor Mobility in a Dual Economy: The Case of Semi-skilled and Unskilled Workers." *Social Science Research* 11 (June 1982):153-75.

The focus of recent stratification research demonstrates increasing recognition of the structured nature of social inequality. Among the forms these efforts have taken has been the development of a number of models drawing attention to the importance of various labor market divisions or cleavages. The crucial role which restricted labor mobility must play in maintaining these cleavages, while largely untested, has long been recognized. The authors argue that analysis of the patterns of job sequencing can be used to draw important inferences regarding the existence and character of labor market structures. From this premise, job transition data are used to test a number of propositions derived from dual economy theory, relating to the extent of intersectoral moves and the patterns of intersectoral and intrasectoral moves. Using log-linear methods, it was found that the hypothesized evidence of restricted intersectoral job shifts and patterns of intrasectoral moves were indicative of the pervasiveness of rigidly structured internal labor markets in the core. While these results are consistent with a dualistic interpretation, they are equally as consistent with any model emphasizing the existence of strong intra-firm and intra-industry job structures. Cohort: B M.

317 D'AMICO, RONALD and DAYMONT, THOMAS N. "Industrial Organization, Economic Conditions, and the Labor Market Success of Young Men: An Overview and Extension." *Social Science Research* 11 (September 1982):201-26.

The relationship between workplace organization and socioeconomic attainments of workers, although an issue of some currency in contemporary stratification research, is complex and as yet not well understood. In contrast to dual economic theory, this paper attempts to sort out the separate effects of various components of the social organization of production (e.g., profitability, capital intensity, market power, unionization) on job rewards. Moreover, various considerations suggest that these structural effects vary with business cycle activity. Accordingly, one of the research aims is to examine the extent to which various dimensions of organizational structure serve to differentially insulate workers from wage stagnation as economic conditions deteriorate. Finally, because firms may devise different institutional responses to declining product demand, these structural effects on both wage rates and unemployment propensities are examined. Cohort: B.

318 D'AMICO, RONALD; HAURIN, R. JEAN; MOTT, FRANK L. "The Effect of Mother's Employment on Adolescent and Early Adult Outcomes of Young Men and Women." In: *Children of Working Parents: Experiences & Outcomes*, C. Hayes & S. Kammerman, eds., Washington: National Academy Press, 1983.

This research uses data from mother-daughter and mother-son pairs to examine the effects of mother's employment on her children's educational attainments, early adult sex role attitudes, career attainments, fertility expectations and plans to work. Measures of mother's employment include several items tapping the extent of her labor force participation when her children were still young. The models also include measures of mother's educational attainment and sex role attitudes as controls. None of the measures of mother's employment has any important effect on any of the outcome measures of either sons or daughters. However, mother's educational attainment and sex role attitudes did have some strong effects, especially for daughters. Cohort: B G W.

319 DAHMANN, JUDITH SOISSON. "Women's Intergenerational Occupational Mobility: The Effects of Mothers' Occupations on the Occupations of Children." Ph.D. Dissertation, The Johns Hopkins University, 1984.

This dissertation examines the role of women in processes on intergenerational mobility; in particular, the effect of mothers' occupations on the occupations of children of both sexes. Most previous research on occupational mobility has focused on movement from fathers' to sons' occupations. Research on mobility patterns of women has followed in this tradition and, until recently, these mobility analyses have defined mobility for women in the same way as men (i.e., as movement from fathers' occupations). In this dissertation, it is argued that mothers' occupations, like fathers', are a potential source of occupational influence on children's occupational choices and as such should be included as factors in mobility models of both men and women. Further, the dissertation suggests that known differences in work patterns of men and women--notably differences in the propensity to participate in the labor force and in sex differentiated patterns of occupational positions of labor force participants--have been neglected in past mobility research, and that to understand women's mobility, these factors need to be considered. A set of hypotheses about the nature of mothers' effects on her children is posited and using methods of loglinear model analysis, these hypotheses are tested using two data sets, the "Explorations in Equality of Opportunity Survey" and the NLS of Mature Women. The hypothesis test results show that mothers' occupations affect the occupations of their children, even when the effects of fathers' occupations have been included in models of mobility and that these mother-child effects are not simply a product of the fact that a mother is in the labor force and not in the home. Further, the results indicate that the effects of a mother involve more than a simple reinforcement of the occupation of the father. In terms of mothers' effects on daughters, the results show that mothers affect daughters of all ages; and these effects are not restricted to occupations traditionally held by women. Finally, the research results indicate that the sex-typed nature of women's occupations is not transmitted intergenerationally; that is, whether or not a mother holds a female sex-typed occupation is unrelated to whether or not a daughter's occupation is female sex-typed. Cohort: W.

320 DALTON, AMY H. and MARCIS, JOHN G. "The Determinants of Job Satisfaction for Young Males and Females." *Atlantic Economic Journal* 14,3 (September 1986).

The growing role of females in the labor force makes the study of the quality of the workplace important for policy considerations. Logit regression analysis is used to test for the possible existence of gender differences in job satisfaction among young adults. Data are drawn from the 1980 NLSY, a sample consisting of 967 females and 1,230 males. The results indicate gender differences in the determinants of job satisfaction. For males, job satisfaction is more closely associated with general background characteristics, such as education level, marital status, and racial/ethnic differences. Job satisfaction for females is more closely linked with the workplace; for example, the wage rate, experience in the labor market, and job tenure. Five of the seven workplace variables produced conflicting signs on the coefficients for males and females. Cohort: Y.

321 DANIEWICZ, SUSAN C. "Changing Attitudes Toward Women's Employment." Ph.D. Dissertation, Iowa State University, 1987.

The effects of membership and reference groups on attitudes toward women's employment were analyzed using four waves of the Mature Woman cohort of the NLS. Attitudes, attitude change and change in employment and desire for employment were all considered. Evidence is presented for the influence of both membership and reference groups on attitudes and attitude change. Women who are employed and prefer to stay that way are more approving of women's employment at all points in time. In addition, employed women's rate of approval appears to be accelerating relative to the remainder of the sample. Attitude change toward increasing approval is divided into probability of adopting approval and the probability of maintaining that approval once it is adopted. The two rates are different and change differently over the period of the study. The probability of a woman maintaining approval of women's employment during the period from 1967 to 1972 is related to her own employment; women with some experience in the labor force are more likely to maintain approval than women outside the labor force. During the remainder of the study, however, the probability that women outside the labor force will maintain an approving attitude greatly increases relative to other women. It is suggested that the women's movement may have reinforced approving attitudes in women, regardless of their position in the labor force. Attitude change from disapproval to approval, on the other hand, is related to employment and this relationship remains constant throughout the study. Women in the labor force are more likely to change from disapproval to approval than are other women at all points in the study. Implications for the understanding of normative change are discussed. [UMI ADG87-21877] Cohort: W.

322 DARABI, KATHERINE and ORTIZ, VILMA. "Childbearing Among Young Latino Women in the United States." *American Journal of Public Health* 77,1 (February 1987): 25-28.

This analysis is based on 1979 and 1982 data from the NLSY. The purpose of this paper is to compare rates of early childbearing among white, black, Mexican and Puerto Rican young women, and to see how these rates compare after controlling for marital, socioeconomic and generational statuses. A comparison of rates of premarital births among the four racial/ethnic origin groups demonstrate that the Mexican and Puerto Rican adolescents fall in between the extremely low rate of the whites and the extremely high rate of the blacks. Mexican and Puerto Rican adolescents have similar proportions of premarital first births, but differ in their proportions of marital first births. The marital first birth rate for Mexican adolescents is twice that of the Puerto Ricans. The bulk of Mexican first births, like births of whites, occur within marriage. Puerto Rican adolescents, on the other hand, are similar to blacks in that they are more likely to have a first birth outside of marriage than within. These initial racial/ethnic differences in premarital first birth rates are not greatly diminished by a control for SES of the family origin. Cohort: Y.

323 DATCHER-LOURY, LINDA and LOURY, GLENN C. "The Effects of Attitudes and Aspirations on the Labor Supply of Young Black Men." Presented: Cambridge, MA, Conference on Inner City Black Youth Unemployment, 1983.

This study uses not only the Young Men's cohort of the NLS, but also a sample from the 1979 NBER survey of inner city black youth. The NLS sample of black men 17-19 differs considerably from the NBER 20-24 year olds because the latter is restricted to individuals living in low-income, inner city areas of three large northern or midwestern SMSAs whereas the former is a nationally representative sample of all individuals of the relevant age group living in any SMSA. Furthermore, labor supply for the NLS group was measured as of 1972 compared to 1979 for the NBER sample. Nonetheless, the magnitude of the aspiration effects are similar. The results obtained indicate that attitudes and occupational aspirations have a large, significant effect on the hours worked by young men. These effects seem to be stronger for black men than for white men. Evidence from the NLS further suggests that occupational aspirations are not merely a reflection of past labor market contact but may instead be causal factors altering labor supply. Cohort: B.

324 DAULA, THOMAS; FAGAN, THOMAS; SMITH, D. ALTON. "A Microdata Model of Enlistment in the Armed Forces." Unpublished manuscript, 1983.

Using the NLSY, the authors estimate a structural model of enlistment behavior, relating the probability of enlistment for male high school graduates to military earnings relative to potential civilian earnings, unemployment conditions, and variables representing tastes for military job. Potential civilian earnings are derived from an earnings function estimated with the civilian subsample. This function is estimated along with the choice equation to account for possible sample selection bias. In contrast to previous enlistment studies, which use aggregate time series or cross-sectional data, substantially higher relative pay elasticities were found and attributed to the errors in variables problem inherent in using aggregate data to characterize individual behavior. This finding has important implications for the future manpower costs of the armed forces, especially given the declining proportion of 17 to 21 year olds in the population and the armed forces' increasing demands for more intelligent youths to work with sophisticated weapons systems. Cohort: Y.

325 DAUM, MENACHEM. "Correlates and Consequences of Salaried and Self-Employment in Mid and Late Life." Report, Brookdale Center on Aging, Hunter College, 1984.

This report distinguishes between the sociodemographic, job, and attitudinal characteristics of salaried and self-employed men. A sample of 4,114 men aged 45 to 59 in 1966 who participated in the NLS of Older Men were followed for 12 years. Those who were self-employed at the beginning of the survey were more likely than salaried men to be white, better educated, in white-collar occupations or service industries, to have a previous history of self-employment, and to work much longer hours. They also were somewhat more satisfied with their jobs and were much more likely to expect to work past age 65. The salaried and self-employed did not differ in median income. Many of the same characteristics were predictive of subsequent switches from salaried to self-employed work. Almost half of those who switched to self-employment returned to salaried employment over the 12-year period, but factors predicting this return could not be identified. The success rate of transitions to self-employment also could not be determined. Transitions to self-employment were related to perceived progress in one's career and decreased job pressures, but they also were related to increased job fatigue and difficulties in keeping up with job demands. Life satisfaction in later life was not related to type of employment. Recommendations are made for those considering a transition to self-employment in mid- or late life. [AgeLine] Cohort: M.

326 DAUTERIVE, JERRY W. and JONISH, JAMES E. "The Structure of Wage Rates Among Black and White Career Women." Presented: New Orleans, Southern Economics Association, 1975.

This study, drawn from the NLS of Mature Women 30-44, analyzes the impact of differences in human capital and labor market structure upon career women's wage rates and on the racial earnings gap. The results indicate that the determinants of interpersonal differences in wages are formal and informal investments in human capital. Other significant determinants are structural characteristics of occupations, industries, and labor markets which have an important role in explaining wage differentials. Evidence also shows that wage differentials are significant among black and white women. In order to narrow the earnings gap, differences in human capital endowments and market characteristics must be considered. In addition, programs should be designed to eliminate the clustering of black women in lower paying jobs. Cohort: W.

327 DAUTERIVE, JERRY W. and JONISH, JAMES E. "Wage Differences among Black and White Career Women." *Review of Social Economy* (April 1977).

The structure of wages of career women is examined by attempting to evaluate the differential impact in human capital and labor market structure upon the wage rates of career women and on the racial earnings gap within this group. The results support the following two hypotheses: (1) differences in human capital and in the distribution of labor market characteristics were shown to be basic determinants of interpersonal wage differences of career women; and (2) differences in racial endowments of human capital and labor market structure accounted for most of the observed wage differences among black and white career women. Cohort: W.

328 DAVIDSON, NAOMI B. "Supplementary Papers from the Conference on Youth Unemployment: Its Measurement and Meaning." Washington, D.C.: U.S. Department of Labor, 1978.

Nine papers presented at the conference on Employment Statistics and Youth are presented. Focusing on the meaning of unemployment counts in the U.S., the first three papers included: "Measurement and Interpretation of Teenage Unemployment in the United States and Other Countries" by Beatrice Reubens; "What Do Teenage Unemployment Statistics Measure?" by Orley Ashenfelter; and "Youth Participation Rates and the Availabilty of Jobs" by Francine Blau. Assessing important factors which underlie the employment and unemployment statistics, the next four papers include: "Family Status and Labor Force Patterns" by Martha Hill; "Education, Occupation, and Earnings" by David O'Shea; "Alienation and Adjustment to Limited Prospects" by David Gottlieb; and "Do Youth Really Want to Work?: A Comparison of the Work Values and Job Perceptions of Younger and Older Men" by Patricia Miller and William Simon. The last two papers examine the long-term consequences of the employment experiences of youth: "The Relationship Between Youth Employment and Future Employability and Earnings" by Wayne Stevenson, and "Employment and Earning Patterns: The Dynamics of Change" by David Farber. Cohort: B G.

329 DAVIS, JOSEPH M. "Health and the Education-Earnings Relationship." *Monthly Labor Review* 96 (1973):61-63.

Results from an examination of the relationship between educational attainment and annual earnings of healthy and unhealthy men show that earnings increase in a steady, upward direction through the entire range of educational attainment among healthy men, but not among disabled men. Cohort: M.

330 DAVIS, JOSEPH M. "Impact of Health on Earnings and Labor Market Activity." *Monthly Labor Review* 95 (1972):46-49.

Results from a comparison of the earnings and the labor market activity of healthy and disabled men show that poor health negatively affects annual earnings through both total hours worked and hourly rates of pay. The effect on total hours worked is a consequence of differences between healthy and unhealthy men in number of weeks worked during the year. Time spent out of the labor force is more important than unemployment to explain the differences in weeks worked annually. Cohort: M.

331 DAVIS, JOSEPH M. "The Impact of Health upon Earnings and Labor Market Activity of Middle-Aged Men." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1972.

The examination of the relationship between health and labor market success for middle-aged men indicates that poor health negatively affects annual earnings through both total hours worked and hourly rates of pay. The effect upon total hours worked is primarily a consequence of difference between healthy and unhealthy men in number of weeks worked annually, although differences in number of weekly hours also explain some of the difference. Time spent out of the labor force is somewhat more important than unemployment in explaining differences in the number of weeks worked annually although the difference between the unemployment experience of disabled and nondisabled men is not inconsequential. Cohort: M.

332 DAY, RANDAL D. "School Age Pregnancy in Rural and Urban Washington Settings." (In-progress Research).

This research seeks to: (1) examine selected demographic factors predicting school-age pregnancy and economic effects following pregnancy in rural and urban Washington settings; (2) to examine teen sexual refusal strategies; and (3) to determine factors affecting likelihood of teen pregnancy in rural/urban settings. To answer the above objectives, data will be analyzed from the National Longitudinal Survey of Labor Market Experience. Data will be collected on location from rural/urban and ethnic groups to assess levels of pregnancy and refusal strategies. Those will include family, personal and community variables. The primary progress made this year was the work on a special aspect of teen pregnancy, sex guilt and sexual decision making. My work with the larger data during the last reporting period lead me to the exploration of how younger unmarried couples make sexual decisions. In particular, I explored the impact of individual variables (such as personal sex guilt level, prior sexual activity, religiosity) and dyadic variables (such as couple communication about sex, sex guilt differences, and couple sexual activity level) on important sexual decisions (i.e. effective contraception use). It was found that dyadic couple variables were much more important in predicting how these types of decisions are made than were the individual variables. This project is of special interest because there are a number of practical and empirical implications associated with this process. With this study nearing completion, there will be three manuscripts submitted for publication by project completion. [FEDRIP/NTIS]

333 DAY, RANDAL D. and BAHR, STEPHEN J. "Income Changes Following Divorce and Remarriage." *Journal of Divorce* 9,3 (Spring 1986): 75-88.

Data were examined for the young men and young women cohorts of the NLS. All respondents who were married were followed for 10 years and divided into three groups: (1) those who remained married, (2) those who divorced and did not remarry, and (3) those who divorced and remarried. Selected results show that female per capita income decreased substantially after divorce, while male per capita income increased substantially. Among those who remained married there was no difference between males and females in per capita family income. Differences between male and female income levels could not be attributed solely to number of dependents. Even among those with no dependents, females had much lower incomes than males. [(c)APA] Cohort: B G.

334 DAYMONT, THOMAS N. "Changes in Black-White Labor Market Opportunities, 1966-1976." In: *Work and Retirement*, H.S. Parnes, ed., Cambridge: MIT Press, 1981.

Data from the 1976 and earlier surveys of Older Men, 45-59 in 1966, are used to assess the efforts made over the previous decade by the federal government and many private groups to improve the labor market opportunities of older black men. Using two measures of success-hourly rate of pay and amount of unemployment experienced by an individual--and two regression models for each measure, it is concluded that the opportunities for older black men improved from 1966 to 1976, although racial equity has still not been attained. Cohort: M.

335 DAYMONT, THOMAS N. "Pay Premiums for Economic Sector and Race: A Decomposition." *Social Science Research* 9 (September 1980):245-72.

This study examines two issues concerning a dual economy theory of labor markets. First, the economic sectors are analyzed for the degree to which differences in rates of pay are accounted for by sector differences in: human capital composition, unionization, occupational skill requirements and other factors producing an ability and willingness to pay high wages. The primary factors that produce a pay premium in the monopoly sector are its willingness to pay high wages and its higher levels of unionization. Second, the results of a decomposition by race show that contrary to prior research, blacks are found to be relatively more disadvantaged in the competitive sector. Cohort: M.

336 DAYMONT, THOMAS N. "Racial Equity, Racial Equality, and Reverse Discrimination." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1980.

The author examines the degree of compatibility between the two goals of racial equity and equality. This is done by a regression standardization procedure which projects future levels of black-white earnings ratio. The most interesting projections deal with the assumptions of racial equity in labor market and educational institutions. The results show convergence of the black-white ratio to be a very slow process--another fifty years for it to reach . 95. To the extent that racial equality is a goal of public policy, the findings show that this cannot be achieved without reverse discrimination. Cohort: B.

337 DAYMONT, THOMAS N. and ANDRISANI, PAUL J. "The Economic Returns to Military Service." Technical Report, Center for Labor and Human Resource Studies, Temple University. Prepared for the U.S. Army Recruiting Command, Evaluation Directorate, 1986.

The purpose of this study is to assess the extent to which service in the military is a good career investment for young men. Many young men enter the Armed Forces with the anticipation that their training and experiences will enhance their civilian careers. However, others seem to hold the negative view that skills obtained through military training have little payoff in the civilian labor market. Using data from the NLS of Older Men and Young Men, this study found that: (1) there is a significant earnings advantage for young men in the military relative to their civilian counterparts; (2) the earnings of servicemen drop substantially at the time of separation; (3) civilian earnings of former servicemen then rise rapidly and overtake the earnings of their civilian counterparts within one to four years after separation; (4) higher earnings of veterans persist until the end of the period covered by the study; (5) many veterans go back to school to further their education; (6) veterans who obtain college education earn more than men who work in the civilian labor market and then go to college; (7) unemployment trajectories mirror the earnings trajectories; (8) economic returns to military service for minorities are greater than for whites; (9) civilian earnings for Army veterans are lower than other services; (10) small differences exist among those with combat arms, technical, and other types of military service in terms of subsequent civilian earnings. Cohort: B Y.

338 DAYMONT, THOMAS N. and ANDRISANI, PAUL J. "The Health and Economic Status of Very Early Retirees." *Aging and Work* 6,2 (1983): 117-135.

This study begins by reviewing key issues raised in the Kingson-Myers debate. Then, using Kingson's analysis as a point of departure, we compare the health and economic status of different groups of Very Early Retirees (VERs). Comparisons of mortality, functional and work limitations indicate that Social Security Disability Insurance (SSDI) recipients had somewhat more severe health problems and work limitations than unhealthy nonrecipients of SSDI. A substantial number of unhealthy nonrecipients of SSDI received other disability benefits or appeared to be ineligible for SSDI for reasons other than health. Unhealthy VERs who did not receive any disability benefits suffered somewhat greater economic hardship than did recipients of SSDI or other disability benefits. Group differences in health notwithstanding, the finding that a substantial proportion of nonrecipients with severe health problems experienced poverty indicates Kingson's concern that some unhealthy VERs may have been denied SSDI benefits unfairly is warranted. But the analysis also reveals that the social problem is not nearly as large as Kingson's analysis suggests, and a few SSDI recipients may not have deserved benefits. Cohort: M.

339 DAYMONT, THOMAS N. and ANDRISANI, PAUL J. "The Research Uses of the National Longitudinal Surveys: An Update." *Review of Public Data Use* 2,3 (October 1983):203-310.

This article comprehensively surveys the research that has been done using the data from the National Longitudinal Surveys, including both the four original NLS cohorts and the new youth cohort. It is an update of the previous survey by William T. Bielby, Clifford Hawley, and David Bills, and documents the accelerated growth and increasing diversification in NLS based research that has taken place since their report. However, in addition to updating that survey, this article also discusses some reasons for the extensive use of the NLS and identifies some research areas in which future NLS studies are likely to yield high intellectual dividends. Cohort: B G M W Y.

340 DAYMONT, THOMAS N. and RUMBERGER, RUSSELL W. "The Impact of High School Curriculum on the Earnings and Employability of Youth." In: *Job Training for Youth*, R.E. Taylor, et al., eds., Columbus, OH: National Center for Research in Vocational Education, 1982.

This study looks at differences in high school curricula and relates high school training to occupations and labor market success. The authors examine whether the returns to vocational training acquired in high school are contingent on whether students obtain an occupation corresponding to their specialty area and examine race and sex differences in both high school training and labor market opportunities. Cohort: Y.

341 DAYMONT, THOMAS N. and STATHAM, ANNE. "Occupational Atypicality: Changes, Causes, and Consequences." In: *Unplanned Careers: The Working Lives of Middle-Aged Women*, L. Shaw, ed., Lexington, MA: Heath & Co., 1983.

Little change was found in the tendency for middle-aged women to be employed in female-typed occupations. Family constraints on the time and energies of women do not explain the differential allocation of women to male- and female-typed occupations. Among whites, those who displayed a strong commitment to the labor market were only very slightly more likely than women with a weak commitment to be in atypical or male-typed occupations; moreover, among blacks, those who displayed a strong commitment to the labor market were actually slightly more likely to be in female-typed occupations. These results thus contradict the hypothesis, derived from human-capital theory that occupational sex segregation is largely explained by men and women choosing different occupations based on differences in their commitment to the labor market. Cohort: W.

342 DAYMONT, THOMAS N. and TSAI, PAN LONG. "Sex Inequality in the Labor Market: A Multidisciplinary Approach." Presented: Toronto, American Sociological Association Meeting, 1981.

The authors argue that by considering theories from a variety of disciplines and the complementarities among them, our understanding of sex inequality in the labor market can be improved. Further, these theories suggest important sex differences in labor market preferences and preparations that have not previously been included in empirical studies. Our results indicate that at least for young college graduates, a substantial amount of sex inequality in labor market position is due to the traditional sex-based division of labor within the home and sex differences in labor market preferences, preparations, and participation. These factors accounted for nearly one-half of the sex difference in occupational sex type and almost 90 percent of the sex difference in hourly earnings. The results also indicated that no one set of factors were dominant in explaining occupational and sex inequality in earnings. Cohort: B G.

343 DE LA PUENTE, MANUEL. "A Preliminary Analysis of the Occupational Aspirations of Hispanic, Black, and White Youths: The Role of Government-Sponsored Employment and Training." Report, National Council of La Raza, U.S. Department of Labor, 1982.

This report examines the occupational aspirations of Hispanic, black, and white young men and women aged 14 to 21, focusing primarily on the impact that participation in government-sponsored employment and training program has on the occupational aspirations of these youths. Program participants are compared with nonparticipants, and additional comparisons are conducted among Hispanic, black, and white participants and nonparticipants. The report has five major objectives. It (1) determines the impact that participation in government-sponsored employment and training programs has on the occupational aspirations of Hispanic, black, and white male and female youths; (2) reviews the employment literature to examine the contention that a synthesis is needed between the two dominant paradigms in labor market research (the status attainment and labor market approaches) and the realistic analysis of labor markets as well as a more comprehensive and accurate picture of minority workers; (3) examines the research on youth employment with special emphasis on minority youths, and also discusses the role of such programs in addressing the employment problems of these young people; (4) bridges the gulf between research and public policy by extrapolating policy implications from the studies reviewed and discussing the policy relevance of the NLSY 1979 findings; and (5) delineates areas where additional research is warranted, and makes empirically based recommendations for public policy. Cohort: Y.

344 DELUCCA, KENNETH P. "An Analysis of the National Longitudinal Survey Youth Cohort Data Related to Industrial Arts and Vocational Education." Ph.D. Dissertation, University of Missouri-Columbia, 1985.

The purpose of this study was to investigate the effect of industrial arts, vocational or general education course exposure on high school graduates (with complete transcripts) in the NLSY. Four sets of thrusts (demographics, post high school work experience, post high school educational experience and work concepts) were used to investigate the effects of such exposure. It was found that industrial arts exposed respondents outnumber their vocational counterparts, hence the typical grouping together of industrial arts and vocational education data seems most inappropriate. Despite their typically lower academic records, industrial arts and vocational education respondents do go on for further education after high school, attending the first four years of college in larger percentages than do general education respondents. The study concludes that industrial arts and vocational education exposure seems to have a positive effect on post high school labor market experience. Industrial arts and vocational education respondents appeared to be unemployed for shorter amounts of time than do their general education counterparts. Cohort: Y.

345 DENTON, NANCY ANNE. "Factors Influencing Young Women's Transitions among Multiple Role Combinations: U.S. 1968-73." Ph.D. Dissertation, University of Pennsylvania, 1984.

While interrupted marriage, labor force and education histories of young U.S. women have received much attention in the literature, little attempt has been made to analyze these roles as competing but not necessarily mutually exclusive options and to include all women. Using a pooled data set of 18,916 one-year transitions for women aged 14 to 30 from the NLS of Young Women 1968-1973, this dissertation addresses two main issues: the frequency of and movement among various combinations of these three roles and the effect of background and current characteristics on the probability of making particular transitions. OLS is used to estimate the marginal change in the underlying transition probability associated with having a particular characteristic. Results show that role combination is a major feature in the lives of young women. At time t, over one third are in two of the three roles, but only 1.2 percent are in all three simultaneously, with the combination of wife and student least prevalent. In the bivariate analysis, combining roles is strongly associated with being white and having at least some college education. While there is clear association between origin and destination role combinations, it is also clear that young women change role combinations often--over forty percent of the young women changed roles during the one year interval, a proportion which increased over time. Thus the normative serial ordering pattern of school, work, then marriage needs to be expanded to include combinations of adjacent roles and allow for back and forth movement among the combinations. The more proximate current characteristics of the women change their transition probabilities by greater absolute amounts than do the more remote background characteristics. More specifically, the birth of a new child, compared to not having one, and higher education, compared to women who have not finished high school, have the largest significant effects for the greatest number of transitions. Yet the strength of the background characteristics, even after controlling for the current characteristics, is impressive. Being black as opposed to white, higher parental education, and more encouragement to attend college remain important determinants of the transitions. Cohort: G.

346 DESAI, SONALDE; CHASE-LANDSDALE, LINDSAY; MICHAEL, ROBERT T. "Mother or Market? Effects of Maternal Employment on Cognitive Development of Four-Year-Old Children." *Demography* (Forthcoming). Presented: New Orleans, Meetings of the Population Association of America, 1988.

This paper is a first report on a project investigating the influence of maternal employment on the cognitive and social development of young children. The data set analyzed is the newly available "Children of the National Longitudinal Survey of Youth," a 1986 survey of the 5,000 biological offspring of the females in the NLSY data set. The paper focuses on the cognitive development of the four-year-old children, of whom there are 585. Demographic, economic, and social background factors are controlled in the analysis of relationships among maternal employment, child care, and the child's test score on the Peabody Picture Vocabulary Test (PPVT). Cohort: C.

347 DESAI, SONALDE; LEIBOWITZ, ARLEEN; WAITE, LINDA J. "Women's Labor Force Participation Surrounding the First Birth: Effect of Occupational Characteristics and Work Commitment." Presented: Baltimore, MD., Population Association of America, 1989.

This paper examines the factors affecting women's labor force participation during pregnancy and immediately following the first birth, using labor force participation data from the NLSY and occupational data from the Dictionary of Occupational Titles and CPS. It focuses on two sets of occupational and individual characteristics: (1) characteristics that increase the cost of labor force withdrawal; and (2) characteristics that make it easier to combine motherhood with employment. Results indicate that these effects depend on women's work commitment, as measured by the desire to work at age 35. Cohort: Y.

348 DEX, SHIRLEY and SHAW, LOIS B. *British and American Women at Work: Do Equal Opportunities Policies Matter?* London: MacMillan, Ltd., 1986.

Using data from the Mature and Young Women cohorts and the British Women in Employment Survey, this book compares the effects of childbearing on the labor market experiences of women in the United States and Great Britain. The principal findings are that British women tend to stay at home longer after the birth of a child and are more likely than American women to return to work part-time. As a result, British women are more likely than American women to experience downward occupational mobility after childbearing begins. The authors consider some of the possible causes of these differences in work behavior, including differences in: equal opportunity legislation; the availability of childcare subsidies and maternity leave; tax incentives for hiring part-time workers; and in the industrial structure and growth rates of the two countries. Cohort: G W.

349 DIAMOND, ARTHUR M. "The Distribution and Determinants of Individual Wage Profile Slopes." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

Individual wage profile slopes have been estimated for the first time using 5-10 (not necessarily consecutive) years of wage observations for 1,577 young men from the NLS of Young Men. The distribution of wage slopes centers around a mean annual percentage increase in real wages of 4 percent. The apparent unimodality of the distribution of the slopes as well as the preponderance of positive slopes even for high school dropouts may constitute additional evidence against the dual labor markets theory. The determinants of the slopes were learned by regressing the slopes on human capital variables and on other control variables. Wage slopes increase with education, years of marriage, and years of additional experience. Wage slopes decrease with age in year one, the wage in the first year, the years of experience in the first year and the number of observations used in calculating the slope. Also, whites had higher slopes than blacks. Cohort: B.

350 DIAMOND, P.A. and HAUSMAN, JERRY A. "Individual Retirement and Savings Behavior." *Journal of Public Economics* 23,1/2 (February/March 1984): 81-114.

The NLS of Older Men is examined to determine the extent of low wealth holdings. In 1966, about 7.6% of men aged 45-59 reported negative net wealth, while another 12.1% reported nonnegative net wealth below $1,000. The analysis is continued on the premise that the life-cycle theory is applicable only to part of the population. Further examination of the data indicates the presence of considerable variation in individual propensities to save. An individual model of wealth accumulation is estimated with the first 10 years of panel data from the NLS. The presence of pension and Social Security benefits has a significant effect on retirement behavior. Individuals who prefer to retire early should have greater savings propensities. The savings-to-permanent-income ratio rises with permanent income in a sharply nonlinear fashion. Cohort: M.

351 DILLARD, K. DENISE and POL, LOUIS G. "The Individual Economic Costs of Teenage Childbearing." *Family Relations* 31 (1982):249-259.

Although the desire to have children remains high among most Americans, more future parents are beginning to acknowledge the disadvantages of large families and the advantages of small ones. Previous findings on the economic costs of raising children are reviewed and examined especially as they apply to the rapidly growing population of teenage childbearers. Using data from a variety of sources, information was tabulated on the average loss of education by age at first birth, the average annual income and hourly wage for women by educational attainment, the expected annual reduction of income due to low educational attainment, and the direct costs of subsequent fertility. Results showed that children born to teenagers were substantially more expensive than those born to women who delay first births until their twenties. Cohort: G.

352 DIPRETE, THOMAS A. "Analyzing Labor Force Transitions with Panel Data." *Research in Social Stratification and Mobility* 3 (1984): 61-76.

While event-history data are always preferable to panel data, there are many situations in which they do not exist or cannot be collected. This analysis of transitions among labor force statuses for young men who participated in the NLS is intended to illustrate the usefulness of longitudinal models for data analysis even when event history data are not available. Continuous time Markov models can be estimated and constrained so that hypotheses can be tested. Further, it is feasible to specify the intensity parameters as functions of covariates and estimate the coefficients. Good starting values are important to obtain the estimates without a large expenditure of funds, and one way in which these values might be obtained is suggested. Cohort: B.

353 DIRECTOR, STEVEN M. "Underadjustment Bias in the Evaluation of Manpower Training." *Evaluation Quarterly* 3 (May 1979):190-218.

A review of the literature suggests that choice of control group may have affected the results and policy implications of the major evaluations of governmental training programs. It is argued that the usual evaluation designs underadjust for preprogram differences between trainees and the control group and thus yield biased estimates of program impact. Attempts to statistically correct for such bias are presented and discussed. Cohort: B.

354 DIRECTOR, STEVEN M. "Underadjustment Bias in the Quasi-Experimental Evaluation of Manpower Training." Ph.D. Dissertation, Northwestern University, 1974.

This research deals with the methodology of evaluating manpower training programs. The emphasis is not upon the structuring of cost-benefit models but upon evaluation design. The common methods of evaluation produce biased results. This study recommends using true randomized experiments wherever possible. These experiments are far more feasible than is generally conceded. Cohort: B.

355 DOERING, Z. "Segmentation Analysis of Market Survey Intention and Enlistment Behavior Data." (In-progress Research).

The objective of this on-going effort is to extend earlier work searching for differences in enlistment behavior between two identifiable groups: (1) those with positive intentions to join the military; and (2) those with negative intentions. Survey data (from the youth attitude tracking study, NLSY, and the applicant surveys) and enlistment data will be combined with data on the economy, resources for recruiting, policy factors, and market data to examine market reactions and identify factors that trigger enlistment for each group. Econometric modeling and geographic market segmentation analysis techniques will be applied to the data. Using these data, models will be formulated and recommendations made for improving recruit market strategies by taking advantage of marginal differences in enlistment behavior. Cohort: Y.

356 DOESCHER, TABITHA ANN. "Fertility and Female Occupational Choice." Report, Employment and Training Administration, U.S. Department of Labor, 1979.

This study hypothesizes that a working woman selects her occupation, defined as a vector of characteristics, in accordance with her life cycle fertility and labor force participation. It focuses on two characteristics in particular: the occupational atrophy rate (the depreciation in participation) and the flexibility of hours within an occupation. Through the use of a multiperiod utility maximization model and comparable statics analysis, the project investigates the qualitative effect of an exogenous change in family size on the woman's choice of her occupational characteristics. In general, the empirical analysis, which uses data from the NLS of Mature Women, supports the theoretical hypothesis; as family size increases, women tend to select occupations with lower atrophy rates and more flexible hours. Cohort: W.

357 DOESCHER, TABITHA ANN. "Fertility and Female Occupational Choice." Ph.D. Dissertation, The University of North Carolina at Chapel Hill, 1980.

Since World War II, American women with children have entered the labor force in increasing numbers. However, the dual roles of labor force participant and mother are competing roles since each activity requires a considerable commitment of time. Although existing research suggests that women can reconcile these two roles by decreasing family size and/or by curtailing labor force participation, there is a paucity of investigation into alternative strategies. One possible option is that women who want to work and who want to have children can select the occupation which allows the greatest degree of compatibility between market work and childbearing/childrearing. The primary hypothesis of this study is that a working woman selects her occupation, defined as a vector of characteristics, in accordance with her desired life cycle fertility and labor force participation. The study focuses on two-characteristics in particular: the occupational atrophy rate (the depreciation in human capital resulting from intermittent labor force participation) and the flexibility of hours within an occupation. The multiperiod theoretical model depicts a representative woman as selecting the occupational atrophy rate and the occupation-specific supply of labor which enables her to maximize her lifetime utility, given her lifetime labor force participation and fertility decisions. Through the use of comparative analysis, the model investigates the qualitative effect of an exogenous change in the number of children on the woman's choice of her occupational atrophy rate, her occupation-specific supply of labor in each period, and her occupation-specific flexibility of hours, where flexibility is measured as the difference in the optimal weekly labor supply. The analysis concludes that this effect is composed of two time effects and an earnings, or wage rate, effect. The latter effect can be further decomposed into an income and substitution effect. These theoretical hypotheses are tested with data from the NLS of Mature Women. The first occupational characteristic, the atrophy rate, is estimated for twenty-one occupations using a wage growth function. The estimated atrophy rate is then the dependent variable in a weighted least squares regression analysis. Because an occupation in which hours are more variable allows more flexibility in scheduling work, the standard deviation of hours worked within an occupation is used as a proxy for the second characteristic, flexibility of hours. This variable is calculated for each of the three-digit Census occupations from the 1970 Current Population Survey --it is the dependent variable in an ordinary least squares regression. For both characteristics, the sign of the coefficient associated with the number of children is of particular interest. In general, the empirical analysis supports the theoretical hypotheses: as family size increases, women tend to select occupations with lower atrophy rates and more flexible hours. Cohort: W.

358 DOHERTY, WILLIAM. "Impact of Divorce on Locus of Control Orientation in Adult Women: A Longitudinal Study." *Journal of Personality and Social Psychology* 44,4 (April 1983):834-40.

Using longitudinal data for adult women from the NLS, this study examined the relation between getting divorced and changes in the individual's locus of control orientation. The sample contained 1,814 white women ages 32-46 years who were in their first marriage in 1969. Marital status and locus of control (an 11-item abbreviated version of Rotter's Internal-External Locus of Control Scale) were measured in 1969, 1972, and 1977. Based on previous literature on locus of control and life events and on divorce, stress, and mental health, the author hypothesized that divorced people, in comparison with those who remained married, would show a short-term increase in externality from 1969-1972, followed by a return over the next 5 years to levels of locus of control comparable to that of the group who remained married. It was also hypothesized that locus of control scores would not predict the likelihood of becoming divorced over the 8-year period. All three hypotheses were confirmed. The findings were discussed in the context of two larger theoretical issues: the influence of important life events on locus of control and the causal direction in the well-documented association between divorce and mental health. Cohort: W.

359 DOHERTY, WILLIAM and BALDWIN, CYNTHIA. "Shifts and Stability in Locus of Control During the 1970s: Divergence of the Sexes." *Journal of Personality and Social Psychology* 48,4 (1985): 1048-1053.

Using NLS data from the Older Men, Mature Women, Young Men, and Young Women cohorts, this study investigates changes in locus of control orientation from the late 1960s through the late 1970s. Each subject was administered a locus of control scale three times over a seven or eight year period. The scale was an 11-item abbreviated version of Rotter's Internal-External Locus of Control Scale (I-E; Rotter, 1966). The findings showed close similarity in locus of control scores among the four groups in the late 1960s and the early 1970s. However, by 1976-78 both groups of women had moved substantially toward the external end of the scale, while both groups of men remained basically unchanged. Changes in scores for women could not be accounted for by demographic factors entered into multiple regression analyses. The authors suggest a "cultural-shift" interpretation of the sex differences found: women in the mid-1970s became more aware of the external constraints on their ability to meet their goals in the labor force and other settings; as a group men presumably did not experience similar changes in their perceptions. Overall, the findings presented here document a major divergence between the sexes on perceived control during a decade when sex role issues reached national prominence. Cohort: B G M W.

360 DOLINSKY, ARTHUR LEWIS. "A Longitudinal Study of the Determinants and Consequences of Public Assistance." Ph.D. Dissertation, University of Pennsylvania, 1985.

The study investigates the determinants and consequences of Aid to Families with Dependent Children (AFDC). Micro data gathered by the NLS of Mature and Young Women cohorts from the late 1960s through late 1970s are used to construct a model that examines welfare recipience, taking into account various influences both proximate and remote. Within this context the nature of intergenerational dependency is considered. Among the basic study results is that of the importance of education (opportunity) as both a determinant and consequence of recipience. Accordingly, its role as an intervening variable in transmitting dependency across generations appears to be most significant. Cohort: G W.

361 DONOHUE, JOHN J. "A Continuous-Time Stochastic Model of Job Mobility: A Comparison of Male-Female Hazard Rates of Young Workers." Ph.D. Dissertation, Yale University, 1986.

This study examines male and female hazard rates in the periods 1968-1971 and 1979-1982 using data for young workers from the various samples of the NLS. Contrary to a number of previous micro-data studies, I demonstrate that for the period 1968-1971 female workers quit their initial full-time jobs at substantially higher rates than male workers. Moreover, while male hazard rates show a monotonic decline, female rates show a nonmonotonic u-shaped pattern, which I attribute to a "birth effect"--young women leaving the labor force to have children. For the period 1979-1982, however, young women had become almost indistinguishable from young men in terms of job tenure, attachment to the labor force, and percentage of workers who are professional, managerial, and technical. The finding of the equality in hazard rates between male and female workers in the later period was invariant to different parametric assumptions about the nature of duration dependence and the existence of unobserved heterogeneity. Two factors contributed to the elimination of the first-job "tenure gap" between young men and women: (1) women's increased commitment to the paid workforce, and (2) their increasing age at the time of first marriage and/or first pregnancy. Evidence from examining the last job held during the sample period suggests that these factors delay, but do not entirely eradicate, the point at which women begin to leave their jobs at a higher rate than men. In the period 1968-1971 the female-male ratio of expected tenure on initial full-time jobs was 59% and the corresponding ratio of earnings was roughly 73%. By 1979-1982, the tenure gap closed and the earnings gap had narrowed to almost 90%. Since the narrowing of the wage gap seems to lag the narrowing of the tenure gap, the direction of the causation may be from lower tenure to lower wages. [UMI ADG8728124] Cohort: B G Y.

362 DOUGLAS, BARBARA ELLEN. "An Analysis of the Academic Composites of ASVAB and the PSAT, the SAT, and ACT: A Correlation Study." Ph.D. Dissertation, Southern Illinois University at Carbondale, 1986.

The primary purpose of the study was to determine the degree of correlation between the academic composites of the ASVAB and the math and verbal sections of the PSAT, SAT, and ACT. The sample of the study (N = 3,331) is extracted from the 1979 NLSY, and consists of the following subgroups: cohorts with ASVAB scores and PSAT scores (N = 1,332); cohorts with ASVAB scores and SAT scores (N = 920); and cohorts with ASVAB scores and ACT scores (N = 1079). Various correlations coefficients were obtained between the ASVAB academic composites and the math and verbal sections of the PSAT, between the ASVAB academic composites and the math and verbal sections of the SAT, and between the academic composites of the ASVAB and the math and verbal sections of the ACT. Further correlation analyses were performed with reference to the subsamples of the study: male/female, Hispanic, black/white and rural/urban. The study concludes that, due to the positive relationship existing between the ASVAB academic composites and the math and verbal sections of the PSAT, SAT and ACT, the use of the ASVAB could be increased so as to provide a counseling tool for the college bound student. The ASVAB could, therefore, furnish the college counselor with an additional source of information to be considered when making important selection and placement decisions. Cohort: Y.

363 DOWNING, DOUGLAS A. "Teenage Employment: Personal Characteristics, Job Duration, and the Racial Unemployment Differential." Ph.D. Dissertation, Yale University, 1987.

The reasons for the high level of teenage unemployment, particularly for black teenagers, have been investigated using data from the 1980 census, the NLSY, the Current Population Survey, and the Bureau of Labor Statistics Gross Flow data. Most unemployed 16-17 year olds are found to be in school; most unemployed 18-19 year olds are out of school. Black teenagers are found to have shorter job durations when they are employed, but this is because they are much more likely than white teenagers to have their jobs come to an end, rather than that they are much more likely to quit or be fired. A model of frictional unemployment indicates that the high level of black unemployment cannot be accounted for by higher job turnover. Black teenagers are much more likely to have jobs with the government than are white teenagers, indicating that blacks lack informal connections that are one of the ways whites find out about job opportunities in the private sector. The labor market experience of several disadvantaged groups are investigated: central city residents, teenage women with children, teenagers from poor families, teenagers with low class standing in high school, and teenagers whose parents had low education. In each case blacks are more likely to be in the disadvantaged group, and members of the disadvantaged group are less likely to be employed, but there still is a degree of high black unemployment that cannot be explained because of membership in one of these disadvantaged groups. [UMI ADG87-29059] Cohort: Y.

364 DRAPER, THOMAS W. "On the Relationship Between Welfare and Marital Stability: A Research Note." *Journal of Marriage & the Family* 43,2 (May 1981): 293-299.

Five waves of data from the NLS of Mature Women consisting of 3,690 30-44 year old females were analyzed using a cross-lagged panel correlation. In many cases, the results of the analysis are consistent with the view that marital instability increases the need for welfare, Aid to Families with Dependent Children, and food stamps. There was little evidence to support the previously reported effect of public assistance on marital instability. [(c)APA] Cohort: W.

365 DRAPER, THOMAS W. "Sons, Mothers, and Externality: Is There a Father Effect?" *Child Study Journa*l 12,4 (1982): 271-280.

Cross-lagged panel correlations were used to examine the relationship between the presence of sons in the family and personal locus of control in two samples of mothers from the NLS: 2,594 32-46 year old married females living with their spouses and 592 respondents either not married or married but not living with their spouses. Over time, single respondents with sons three years of age and under became more externally oriented. This effect was not observed in respondents with spouses or in single mothers with daughters. The effect was limited to those single respondents with young sons who were responsible for other dependents. This effect was strongest for the less educated respondents. Ethnicity, family income, and age of respondent did not affect the relationship. Findings are consistent with those of E.M. Hetherington et al (1978), suggesting that fathers play a unique role in determining the quality of the mother-son relationship. [(c)APA] Cohort: W.

366 DUBOW, ERIC F. and LUSTER, THOMAS. "Adjustment of Children Born to Teenage Mothers: The Contribution of Risk and Protective Factors." Working Paper, Department of Psychology, Bowling Green State University, 1989.

This study was undertaken to examine the contribution of risk and protective factors in the adjustment of children born to teenage mothers. Using NLSY child data, information was obtained on a subset of 721 children ages 8-15 and their mothers. Results showed that several risk factors (e.g., poverty status, urban residence, mother's self-esteem) were modestly related to children's academic and behavioral adjustment. Exposure to increasing numbers of risk factors was associated with greater vulnerability to adjustment problems. Several protective factors (e.g., intelligence, self-esteem, quality of the home environment) were also modestly related to children's adjustment, and enhanced the prediction of adjustment above and beyond the contribution of the risk factors. For children exposed to risk, the presence of the protective factors reduced their vulnerability to academic and behavioral difficulties. Cohort: C.

367 DUNCAN, GREG J.; MORGAN, JAMES N.; ANDRISANI, PAUL J. "Sense of Efficacy & Subsequent Change in Earnings - A Replication/Internal-External Attitudes, Sense of Efficacy, & Labor Market Experience." *Journal of Human Resources* 16,4 (Fall 1981): 649-666.

In a recent article, Paul Andrisani, using data from the NLS panels of Young and Older Men, found internal-external attitudes related to the level of and subsequent changes in their economic status. An attempt is made here to replicate part of Andrisani's analysis and is limited to an analysis of the effects of initial efficacy on subsequent change in economic status. The replication indicated somewhat smaller effects of initial efficacy on subsequent changes in earnings in Panel Study of Income Dynamics (PSID) data than in the NLS data but produced larger effects when the time period was extended. However, the evidence did not support Andrisani's conclusion that an attitudinal change among whites and blacks with external attitudes would result in greater initiative and a more successful labor market experience. In a reply, Andrisani contends that Duncan and Morgan's PSID findings are inconsistent with the evidence. Further, Andrisani finds the replication questionable and points out that it ignored about 92% of the data. Cohort: B M.

368 DUNCAN, GREGORY M. and LEIGH, DUANE E. "Wage Determination in the Union and Nonunion Sectors: A Sample Selectivity Approach." *Industrial and Labor Relations Review* 34 (October 1980):2-34.

This paper re-examines the question of whether wages are determined differently in the union and nonunion sectors. This study uses a methodology proposed by Heckman and Lee to correct for the possibility that wage differences may determine the union status of workers as well as vice versa. The authors find that union status is strongly related to the predicted union-nonunion wage differential, but their evidence nevertheless reinforces Bloch and Kuskin's empirical finding that the union earnings function is less sensitive than nonunion earnings function to changes in nearly every observable attribute of workers, such as education and experience. The authors also conclude that previous studies using separately estimated union and nonunion wage equations may have understated the success of unions in raising the relative wages of their members. Cohort: M.

369 DUNCAN, KEVIN C. "The Impact of Structural Change on Human Capital and Dual Market Theories of Racial Earnings Disparity." Ph.D. Dissertation, The University of Utah, 1987.

The human capital approach to racial earnings disparity suggests that the distribution of earnings may be altered by altering the distribution of skills among members of the work force. Early human capital theorists placed emphasis on increasing the quantity of schooling as a means of increasing skills; however, the theory has been modified to recognize the importance of the quality of schooling in improving the skills of labor. Empirical studies on the quality of schooling have suggested that as racial differences in educational quality have narrowed so have differences in earnings between black and white males. The literature on school quality suggests that differences in earnings can be explained by the quality of training undertaken by blacks and whites before they enter the labor market. My research has found that there is little evidence to support the orthodox hypothesis regarding the relationship between school quality and earnings. Using an index of school quality from the NLS of Young Men, regression results indicated that increases in educational quality were associated with reduced earnings for whites, but did not significantly contribute to the earnings of blacks. The significant and negative school quality coefficient may indicate that higher educational quality induces young white males to attain higher schooling levels and postpone their entrance into the labor market. However, increases in school quality do not perform the same function for young blacks. In addition, the results of the human capital regression model were sensitive to the period in which the model was estimated. In 1968, black and white males were rewarded with higher earnings for higher levels of labor market experience.

However, in 1978, only white males continued to be rewarded for their labor market experience. These results suggest that racial differences in earnings cannot solely be attributed to differences in the quality of training undertaken before blacks and whites enter the labor market. [UMI ADG8724278] Cohort: B.

370 ECKSTEIN, ZVI and WOLPIN, KENNETH I. "Dynamic Labor Force Participation of Married Women and Endogenous Work Experience." *Review of Economic Studies* (April 1989).

A dynamic model of married women's labor force participation and fertility is estimated using the NLS Mature Women's cohort data. The estimates are used to predict changes in the lifecycle patterns of employment due to changes in schooling, fertility, husband's income, and the magnitude of the experience effect on wages. Findings show that although work experience increases the disutility of further work, this effect is overwhelmed by the positive effect of experience on wages, leading to persistence in the employment patterns of these women. It was also found that an increase in young children and in husband's income substantially reduces participation while increased schooling has a powerful positive impact on participation. Cohort: W.

371 ECKSTEIN, ZVI and WOLPIN, KENNETH I. "Estimating a Market Equilibrium Search Model from Panel Data on Individuals." *Econometrica* (Forthcoming). Working Paper, University of Minnesota, Department of Economics, 1989.

This paper demonstrates the feasibility of estimating a Nash labor market equilibrium model using only information of workers. The equilibrium model is adapted from Albrecht and Axell (1984) and is based on workers who are homogeneous in terms of market productivity and heterogeneous in terms of non-market productivity, and on firms which are heterogeneous in terms of productive efficiency. The equilibrium model is contrasted in terms of its fit to the data with an unrestricted version of the model which is based on a mixture of negative binomial distributions. The equilibrium model fails to conform to the data in exactly the dimension of its major focus, namely it implies that measurement error accounts for almost all of the dispersion in observed wages. The equilibrium model also does not do well in fitting the unemployment duration distribution compared to the unrestricted model. The problem is that the duration distribution itself does not support the existence of significant heterogeneity, as evidenced by the estimates of the unrestricted model. The paper also illustrates the use of such models for policy analysis by simulating the welfare effects of a minimum wage. Cohort: Y.

372 EGGE, KARL A. "Black-White Differences in Annual Hours of Work Supplied Among Males 45-59 Years of Age." Ph.D. Dissertation, The Ohio State University, 1973.

A number of factors are examined that are expected to be related to the amount of labor an individual supplies. The data indicate that for both blacks and whites the amount of labor supplied, generally speaking, is inversely related to: (1) hourly wage rate; (2) level of non- labor income; (3) age; (4) local area unemployment rate; and (5) the presence of recent unemployment experience. It is directly related, on the other hand, to: (6) being married (spouse present); (7) being healthy; and (8) being in white collar jobs. Moreover, the relationship between each of the eight "explanatory" factors and hours supplied is different for blacks than for whites. For example, the effect of hourly wage rate on hours is much larger for blacks, while the effect of personal unemployment experience is actually the opposite for blacks from what it is for whites. Combining the mean of each of these factors with their estimated effects on hours supplied, the author is able to shed some light on the sources of the gross white-black difference in hours supplied by ascertaining which factors tend to widen and which ones to lower the observed differences. Generally speaking, it was found that wages, age, and personal unemployment experience tend to widen the white-black difference in hours supplied, while local labor market unemployment, net income per dependent, and marital status tend to narrow the differences. On the basis of these findings, Egge suggests that as wages continue to rise over time, and as these men get older, the black-white difference in hours supplied will widen. Cohort: M.

373 EGGE, KARL A.; KOHEN, ANDREW I.; SHEA, JOHN R.; ZELLER, FREDERICK A. "Changes in the Federal Minimum Wage and the Employment of Young Men, 1966-67." In: *Youth Unemployment and Minimum Wages*, Bureau of Labor Statistics Bulletin 1657. Washington, D.C .: U.S. Government Printing Office, 1970.

These data permit the "before and after" experience of youth to be related to the wage they were earning before the new minimum became effective. The authors ask whether those youth whose marginal productivity was lower than the newly established minimum had relatively less favorable employment experiences after the minimum wage changes than those whose wages already had been above the minimums. One would expect these low productivity youngsters to be among the first to feel whatever restriction of employment opportunities the minimum wage created. The fact that the authors have been unable to find in their data any general tendency for the foregoing relationship leads to the conclusion that if the minimum wage increases did indeed create unemployment among youth, the effect was not a pronounced one. Even when the analysis was focused on these subgroups of young men who might, on a priori grounds, be expected to be most vulnerable to the impact of the minimum wage, only a small number of such subgroups showed any signs of adversity. Cohort: B.

374 EHRENBERG, RONALD G. and MARCUS, ALAN J. "Minimum Wage Legislation and the Educational Outcomes of Youth." *Research in Labor Economics* 3 (1980):61-93.

This analysis of the statewide data on white male and female teenagers from the 1970 Census of Population and the 1966 NLS data for nonwhite male teenagers yields conflicting evidence. The former suggest that the effect of minimum wage changes on teenagers' educational decisions is small, and that the major effect of the changes is to redistribute jobs from the children of the poor to the children of the nonpoor. The latter suggest that such changes induce a shift from full-time schooling to full-time employment for nonwhite male teens from low-income families. While coherent explanations can be provided for each of these results, confidence in them would have been increased if the various data bases had yielded similar findings. Cohort: B.

375 EHRENBERG, RONALD G. and MARCUS, ALAN J. "Minimum Wages and Teenagers' Enrollment-Employment Outcomes: A Multinomial Logit Model." *Journal of Human Resources* 17 (Winter 1982):39-58.

This paper tests the hypothesis that the effect of minimum wage legislation on teenagers' education decisions is asymmetrical across family income classes, with the legislation inducing children from low-income families to reduce their levels of schooling and children from higher- income families to increase their educational attainment. The authors use data from the NLS of Young Men and Young Women, and exploit the fact that, although the minimum wage is fixed at a point in time, its value relative to adult wages varies across areas. Multinomial logit models of teenagers' enrollment-employment outcomes are estimated. The hypothesis appears to be confirmed for white teens; however, the evidence for nonwhites is more ambiguous. Cohort: B G.

376 EHRENBERG, RONALD G. and OAXACA, RONALD L. "Impacts of Unemployment Insurance on the Duration of Unemployment and the Post-Unemployment Wage." Industrial Relations Research Association Proceedings 28th Annual Winter Meeting (1976):234-41.

This study confirms that unemployment insurance (UI) benefits lead to longer spells of unemployment. While UI benefits also raise post-unemployment wages, these wage effects are statistically significant only in the cases of older males and females. Thus, the predictions of the search model are verified for these older groups of workers, but not for the younger cohorts. At the margin, the percentage wage gain for each additional week of unemployment is larger among older workers and among males. Cohort: B G M W.

377 EHRENBERG, RONALD G. and OAXACA, RONALD L. "Unemployment Insurance, Duration of Unemployment, and Subsequent Wage Gain." *American Economic Review* 66 (December 1976):754-66.

The estimated impact of unemployment insurance benefit changes on unemployed individual's duration of unemployment, postunemployment wages, and durations of spell out of the labor force is calculated. Three estimates are presented for each group: (1) the impact of the current benefit level relative to the absence of benefits; (2) the impact of increasing the replacement fraction from 0.4 to 0.5; and (3) the impact of increasing the replacement fraction from 0.0 to 1.0. The results seem to indicate that an increase in UI benefits would induce additional productive job search for older males and females, with the magnitudes of the impact on both postunemployment wages and duration of unemployment being larger for the males. In contrast, an increase in UI benefits appears to increase the duration of unemployment for the younger males and females but has no impact on their postunemployment wages. Cohort: B G M W.

378 EHRLICH, LISA MARIE. "Women's Career Orientation, Labor Supply and Fertility Behavior." Ph.D. Dissertation, University of Pennsylvania, 1984.

The central issue in this thesis is whether "career oriented" women respond differently from "traditional" women in their childbearing and labor supply behavior to changes in exogenous variables such as wages and husband's income. To the extent that they do, and to the extent that more women are becoming career oriented, economic and demographic forecasts based on traditional models of women's labor supply and fertility behavior may be in error. This is an empirical dissertation with a two-stage model, using the NLS of Young Women. The first stage estimates a woman's degree of career orientation using data on early preferences and desired occupation. This stage of the model draws upon the Mincer and Polachek approach to women's occupational choice. In the second stage, the author estimates the reduced form of a simultaneous model of women's labor force participation and fertility, while controlling specifically for heterogeneity of preferences over family and career. Estimation is done separately for different groups of women separated by degree of career orientation, and also for the sample as a whole, using slope dummies on exogenous variables such as husband's income to test directly for differences in response. Hours of work are estimated using a Tobit model to correct for truncation at zero, while the fertility equation is estimated using ordered Probit on children ever born. Results are also reported for Ordinary Least Squares estimates. The results of this research are extremely robust in finding surprisingly little differences in fertility response among different types of women. The labor supply response of career women is found to be more elastic with respect to wage rates than that of traditional women. These findings suggest that standard economic models of fertility, so long as they incorporate socioeconomic status and race variables, are broadly applicable and not merely appropriate for modeling the behavior of traditional women. However, it is clear that career orientation plays an important role in the wage elasticity of women's labor supply behavior. Cohort: G.

379 EITELBERG, MARK J.; LAURENCE, JANICE H.; WATERS, BRAIN K.; SELLMAN, WAYNE S. "Subpopulation Analyses of Current Youth Aptitudes." Proceedings, Annual Conference of the Military Testing Association 2 (1981): 1618-1626.

This paper describes the subpopulation analyses that will appear in a forthcoming report on the Profile of American Youth. In 1980, the Department of Defense and the Military Services, in cooperation with the Department of Labor, sponsored a large-scale research project to assess the vocational aptitudes of American youth. A national probability sample of approximately 12,000 young men and women, selected from participants in the National Longitudinal Survey (NLS) of Youth Labor Force Behavior, were administered the Armed Services Vocational Aptitude Battery (ASVAB). The results will be analyzed to identify subgroup differences in test performance. The subgroup variables selected for analysis are age, sex, race/ethnicity, level of education, socioeconomic status, and geographic region. Subgroup comparisons will be made on the basis of Armed Forces Qualification Test (AFQT) scores, ASVAB composite scores, and an estimate of reading ability. The ASVAB scores will also be used to estimate the numbers and percent of 1980 youth population subgroups eligible for military enlistment, based on 1981 Service aptitude standards. Cohort: Y.

380 ELIASON, SCOTT R. "Young Adult Labor Force Careers in the U.S., 1979-1985: An Analysis of the Initial Stratification and Attainment Process." Ph.D. Dissertation, Pennsylvania State University, 1989.

This thesis involves an analysis of initial labor force careers of young adults in the U.S. from 1979-1985. The conceptual model of the career process is informed by competing socioeconomic theories or research traditions, including the status attainment tradition, nonclassical economic theory, segmented labor market theory, and various other structural theories, with an emphasis on the career process as a life course phenomenon. Data from the NLSY are used to estimate: (1) latent class models to determine the structure/form of initial labor market positions; (2) multinomial logit models for the initial labor market positions; (3) a Box-Cox specification of the conditional hazard model for transitions to a subsequent labor market position; and (4) sample selection type regression models for labor market wages after the initial and subsequent positions attained. Some important findings include: (1) initial labor market positions can be adequately characterized by an industry measure which allows for error in the classification scheme; (2) homogeneous-market models of wage attainment, such as the human capital model, are found to be in most cases inadequate in describing the wage attainment process in the early labor force career; (3) the labor market behavior the year immediately following the completion of schooling in large part determines the initial and subsequent labor market positions attained during the initial labor force career; and (4) the level of education an individual attains is only weakly tied to the initial labor market attainment process. Differences between race/sex groups in the initial labor force career process are emphasized throughout the thesis. Cohort: Y.

381 ELLIOT, JOHN F. "Factors Related to the Decisions of Rural Public High School Students to Participate in Vocational Education." Ph.D. Dissertation, The Ohio State University, 1988.

The purpose of this study was to identify the factors related to the decisions of rural high school students to participate in vocational education. Specifically, the reasons why rural public high school students enrolled in vocational education courses were determined. Two national longitudinal data bases, High School and Beyond (HS&B) and the NLSY, provided the bases for the regression analysis. In addition, a face-to-face interview and a questionnaire which replicated questions from the national longitudinal surveys were administered to a randomly selected sample of Ohio students who planned to enroll in vocational education courses in their junior year. Rural individuals who completed high proportions of vocational education were more likely to score lower on achievement tests and be from lower SES families than those graduates who completed lower proportions of vocational education. Some motivational variables, such as membership or a leadership position in a vocational youth organization, participation in vocational work experience programs, the desire to work in a vocational job at age 35, and no aspiration to pursue postsecondary education surfaced as being associated with graduates who completed higher proportions of vocational education. The rural sample in Ohio was white. Students enrolled in vocational education courses at home comprehensive schools felt a sense of belonging. Few people not associated with Joint (Area) Vocational Schools (JVS) spoke highly of them. In addition to the clustering of vocational students in lower SES and ability quartiles, further clustering occurred within vocational education. When compared to home school vocational students, students attending JVS's were significantly lower in ability and SES. Job preparation ranked as the number one reason (58%) why Ohio students enrolled in vocational education courses. Enjoyment of vocational subject matter and the environment in which the vocational education courses were taught ranked second (52%). Other reasons to enroll in vocational education courses included personal reasons, monetary benefits, perceived ease of grades, attraction of affiliated youth organizations, preparation for education beyond the secondary level, positive prior experiences with vocational teachers, and contacts with individuals in vocational trades. [UMI ADG88-24493] Cohort: Y.

382 ELLWOOD, DAVID. "Teenage Unemployment: Permanent Scar or Temporary Blemish." Presented: Airlie House, Virginia, Conference on Youth Joblessness and Employment, 1979.

Several important conclusions derive from the early pattern of labor market performances of young men: (1) The early years of labor market experience are times of substantial change. Employment rates rise, as do participation rates. Considerable evidence shows weak labor force attachment early in many young men's careers. (2) Although the distinction between time out of labor force and time unemployed is conceptually appealing, the division is not accurately captured in these retrospective data. Unemployment rates behave very erratically over time for this group. All of the results in this chapter suggest that time not employed is a far better measure of the labor market performance of young men. (3) Even though a general improvement in employment rates appears for these young men over time, early labor market patterns persist. Young men with poor records early will typically have comparatively poor records later. (4) Controls for heterogeneity eliminate at least two-thirds of the observed persistence in employment, but evidence of experience dependence remains. That is, even controlling for individual differences in the propensity to work, experience dependence remains. However, the absolute magnitude of the effect is small. There is no evidence in these data that time out of work sets off a long term cycle of recurring "nonemployment." (5) Early work experience has a sizeable impact on wages. Controlling for individual effects, experience in the second, third, or fourth year out of school tends to be associated with wage increases of between 10 and 20 percent a year. Cohort: B.

383 ELSTER, ARTHUR; KETTERLINUS, ROBERT D.; LAMB, MICHAEL E. "The Association Between Adolescent Parenthood and Problem Behavior." *Pediatrics* (Forthcoming).

The association between problem behaviors and parental status was studied among 1263 urban and 388 rural 15- to 17-year old teens from the NLSY. The three parental status groups appeared ordered in risk, with school-age mothers having engaged in the most problem behaviors, followed, in turn, by young adult mothers (those who had a child between 19-21 years of age) and then women who had not had a child by age 21. When individual behaviors were analyzed, school-age mothers were more likely than either young adult mothers or non-mothers to have reported school suspension, truancy, runaway, smoking marijuana and fighting. Urban women, overall, engaged in more problem behaviors than did rural women, and blacks reported fewer problem behaviors than did whites. Cohort: Y.

384 EMBERSON, HEATHER V. "A Longitudinal Analysis of Single, Female Labor Force Participants' Net Worth." Ph.D. Dissertation, Oregon State University, 1988.

Being old and female in America often means being alone and poor. To offset this outcome financial preparation for retirement should begin in the pre-retirement years. The purpose of this exploratory study was to assess the financial preparedness of mature, single women as they approach retirement by examining the relationships of economic, demographic and attitudinal variables to net worth. Data were drawn from the NLS of Mature Women for a sample of white and black women who were single during the 15 year period and who were in the labor force in 1967. Analysis of Variance, t-tests, simple linear and segmented, step-wise multiple regression analyses were used to analyze the data. Race was a significant factor throughout the study. For regression analyses, previous income, education, attitude toward women working if it is necessary to make ends meet, and the respondent's job category were all significant variables. The findings indicate that this mature female sample does not accumulate assets at a rate that would suggest economic self-sufficiency in retirement. Recommendations include educational programs that address women's attitudes toward working and saving. [UMI ADG89-00146] Cohort: W.

385 ENGLAND, PAULA. "The Failure of Human Capital Theory to Explain Occupational Sex Segregation." *Journal of Human Resources* 17 (Spring 1982):358-70.

The human capital theory has not provided an explanation of occupational sex segregation that fits the evidence. Findings do not show that women are penalized more for time spent out of the labor force if they choose predominantly female occupations than if they choose predominantly male occupations. The findings contradict the contention of Polachek. Cohort: W.

386 ENGLAND, PAULA. "Women and Occupational Prestige: A Case of Vacuous Sex Equality." *Signs* 5 (Winter 1979):252-265.

A focus solely on occupational prestige, shows a surprising lack of discrimination against women. The findings seem to contradict notions of extreme sexism operating in the labor market. Yet on analysis this sex equality turns out to be rather vacuous. Although women have a very similar occupational prestige distribution to that of men, women's incomes are vastly lower than men's and they seldom have the power to supervise or otherwise control a man's work. Sex equality of prestige is surprising in light of women's lesser income and power because, in general, there is a correlation between the prestige, income, and interpersonal power associated with an occupation. Cohort: W.

387 ENGLAND, PAULA; FARKAS, GEORGE; KILBOURNE, BARBARA; DOU, THOMAS. "Explaining Occupational Sex Segregation and Wages: Findings from a Model with Fixed Effects." *American Sociological Review* 53,4 (August 1988): 544-558.

Does segregation arise because "female" occupations have financial advantages for women planning some years as homeworkers, as human capital theorists claim? Or, do female occupations have low wages that are depressed by the sort of discrimination at issue in "Comparable Worth"? To answer these questions, the authors use a model with fixed effects to predict the earnings of young men and women from a pooled cross-section time-series. A fixed-effects model is ideal for answering these questions because it corrects for the selection bias that results from the tendency of persons who differ on characteristics that are unmeasured but affect earnings to select themselves into different occupations. The data are from the NLS Young Men and Young Women cohorts. Independent variables include years of employment experience, education, marital status, hours worked per week, the sex composition of one's occupation, and measures of occupational skill demands and working conditions taken from the Dictionary of Occupational Titles. Separate analyses are performed for white females, black females, white males, and black males. It was found that female occupations do not have the advantages presumed by neoclassical writers. Rather, there is evidence of pay discrimination against men or women in predominantly female occupations. Findings are interpreted using economic and sociological theories of labor markets. Cohort: B G.

388 ERENBURG, M. "Men in the Pre-Retirement Years: Papers on the Occasion of a Conference on National Longitudinal Surveys of Men 45-64 Years of Age." *Aging and Work* 3,4 (Fall 1980): 279-280.

This paper presents a brief summary of NLS and non-NLS-based research on pre-retirement men. Reviewed are NLS papers by S. Muller, "Determinants of Poverty Status and Poverty-Level Wages: A Reconsideration of Human Capital Theory"; R.E.Hall, "The Effectiveness of Training Programs in Raising Earnings"; P. Andrisani,"Health Limitations and Labor Market Experience During the Pre-Retirement Years"; and A. Bartel and G. Borjas, "Middle-Aged Job Mobility: Its Determinants and Consequences" as well as non-NLS research by E. Ginzberg, "Programs and Policies for Men in the Pre-Retirement Years" and D. Affeldt, "The Outlook for the Older Worker". Cohort: M.

389 ERICKSON, JULIA. "An Analysis of the Journey to Work for Women." *Social Problems* 24 (April 1977):428-35.

The basic argument of this paper is that the journey to work has a different meaning for women than for men. Unlike men, women's home-role requirements are important predictors of the length of their journey to work. Data from the NLS of Mature Women aged thirty to forty-four are examined. The main findings are that women with demanding home roles have shorter journeys to work, and that although black women have longer journeys to work than white women, this is a function of residence and not of differences in the relationship of the home role to the length of journey to work. Cohort: W.

390 ERICKSON, JULIA. "The Dilemma of Education: Home and Work Roles for Women." Presented: Chicago, American Sociological Association Meeting, 1977.

This research analyzes the relationship between education, home role and work attachment on the basis of measuring women's work histories by work attachment. The findings show that education facilitates attachment to the labor force and, at the same time, increases the likelihood of a marital role that conflicts with work attachment. Cohort: W.

391 ERICKSON, JULIA. "Work Attachment and Home Role Among a Cohort of American Women." Ph.D. Dissertation, University of Pennsylvania, 1976.

The marital and mothering demands of these roles (home role demands) of women were measured by marital status, family income, migration status, and age and number of children. The greater the demands, as measured by these variables, the lower the level of work attachment for women. It was also found that these patterns changed over time, in that if the home demands lessened, women increased their involvement in working and vice versa. These findings can be summarized in more detail as follows: (1) Marrying is associated with a movement out of work and divorce is associated with entry into work. (2) As family income (less respondent's) increases, women leave work and when family income declines, they move into work. (3) For most women migration is associated with a movement out of the labor force but for some young women it facilitates a movement into work. (4) As the youngest child ages, women increase their involvement in working. The arrival of a new baby has the opposite effect. Cohort: W.

392 EVANS, DAVID S. and JOVANOVIC, BOYAN. "An Estimated Model of Entrepreneurial Choice under Liquidity Constraints." *Journal of Political Economy* 97,4 (August 1989): 808-827.

This paper develops and estimates a behavioral model of entrepreneurial choice under liquidity constraints. Using data from the NLS of Young Men, it was found that liquidity constraints bind and prospective entrepreneurs must bear most of the risk inherent in their venture. Whether people are more inclined to become entrepreneurs. Capital is essential for starting a business and liquidity constraints tend to exclude those with insufficient funds. Cohort: B.

393 EVANS, DAVID S. and LEIGHTON, LINDA S. "Some Empirical Aspects of Entrepreneurship." *American Economic Review* 79, 3 (June 1989): 519-535.

Using data on full-time self-employed workers from the NLS of Young Men, coupled with CPS data, this report examines self-employment entry and exit over the life cycle and focuses on the relative returns to business and wage experience and education of self-employment vs wage work. Key findings include: (1) The probability of switching into self-employment is roughly independent of age and total labor-market experience. This result is not consistent with standard job-shopping models such as William Johnson (1978) and Robert Miller (1984) which predict that younger workers will try riskier occupations first. (2) The probability of departing from self-employment decreases with duration of self-employment, falling from about 10 percent in the early years to 0 by the eleventh year in self-employment. About half of the entrants return to wage work within seven years. (3) The fraction of the labor force that is self-employed increases with age until the early 40s and then remains constant within the retirement years. This relationship results from the process of entry and exit over the life cycle. (4) Men with greater assets are more likely to switch into self-employment all else equal. This result is consistent with the view that entrepreneurs face liquidation constraints. (5) Wage experience has a much smaller return in self-employment than in wage work while business experience has just about the same return in wage work as in self-employment. These differences may reflect some combination of true productivity differences and the results of selection into and out of self-employment over time. (6) Poorer wage workers - that is, unemployed workers, lower-paid wage workers, and men who have changed jobs a lot - are more likely to enter self-employment or to be self-employed at a point in time, all else equal. These results are consistent with the view of some sociologists that "misfits" are pushed into entrepreneurship. (7) As predicted by one of the leading psychological theories, men who believe their performance depends largely on their own actions - that is, have an internal locus of control as measured by a test known as the Rotter Scale - have a greater propensity to start businesses. Cohort: B.

394 EVANS, DAVID S. and LEIGHTON, LINDA S. "Why Do Smaller Firms Pay Less?" *Journal of Human Resources* 24,2 (Spring 1989): 299-318.

This paper uses data from the NLS of Young Men and the Current Population Survey for 1983 to examine the relationships among wages, firm size, and plant size. Results indicate that: (1) plant size has little independent effect on wages once the firm size of firms with fewer than 1,000 employees is controlled for; (2) evidence of sorting on observed and unobserved ability characteristics across firm sizes was found. Better educated and more stable workers are in larger firms; and (3) results from a first-difference estimator indicate that about 60 percent of the wage-size effect is due to unobserved heterogeneity when all firms are considered and about 100 percent when firms with 25 or more employees are considered. Cohort: B.

395 FALARIS, EVANGELOS M. "An Empirical Study of the Timing and Spacing of Childbearing." *Southern Economic Journal* 54,2 (October 1987): 287-300.

Data from the Young Women's cohort of the NLS are used to study the role of economic forces on the timing and spacing of births. An empirical model of the timing and spacing of childbearing is estimated and evidence is presented that economic factors significantly influence these aspects of fertility. The main results with respect to economic explanatory variables are that an upward shift in a woman's wage profile results in a tendency to postpone childbearing and an opposing tendency for closer spacing. An upward shift in her husband's earnings profile results in earlier timing of births. Cohort: G.

396 FALARIS, EVANGELOS M. "Migration and Wages of Young Men." *Journal of Human Resources* 23,4 (Fall 1988): 514-534.

This report specifies a two-period nested logit migration model with selectivity. The model is estimated using a sample of young male workers from the NLSY. The respondent's choices among the nine U.S. Census divisions during the first two years after leaving full-time schooling are studied. The author addresses several methodological issues and documents that wages significantly affect the migration decisions of young workers. Cohort: Y.

397 FALARIS, EVANGELOS M. and PETERS, H. ELIZABETH. "The Effect of the Demographic Cycle on Schooling and Entry Wages." Working Paper, University of Delaware, 1988.

This paper examines the effect of the demographic cycle on schooling attainment, age at school completion, and the level of entry wages. Unlike most previous studies which assume that schooling is exogenous, the authors explicitly treat schooling attainment and the age at school completion as choice variables. The direct effect of cohort size on entry wages and its indirect effect on wages through the schooling choices of individuals are studied. It was found that both men and women change their schooling attainment and age at school completion in response to the demographic cycle. These changes lead to significant indirect effects of cohort size on the entry wages of men and of women which tend to mitigate the adverse direct effects on entry wages of an increase in cohort size. Cohort: B G Y.

398 FALARIS, EVANGELOS M. and PETERS, H. ELIZABETH. "New Evidence on the Effect of the Demographic Cycle on the Timing of School Completion." Working Paper, University of Delaware, 1988.

This paper presents new evidence which rejects the timing hypothesis of the effect of the demographic cycle on schooling which was proposed by Wachter and Wascher (1984). The authors formalize the timing hypothesis in the context of a statistical model and argue that the timing hypothesis implies certain restrictions on the parameters of this model. Using more detailed data than those used by Wachter and Wascher, we estimate the model, test the restrictions, and reject the timing hypothesis. The study of Wachter and Wascher has enhanced our understanding of the effects of the demographic cycle on individual behavior by showing that individuals do not passively suffer any adverse consequences of a baby boom on their economic well-being but they alter their investment in schooling in response to such a demographic phenomenon. This research clarifies the relation between the demographic cycle, schooling attainment and the timing of its completion. Cohort: B G Y.

399 FALARIS, EVANGELOS M. and PETERS, H. ELIZABETH. "Responses of Female Labor Supply and Fertility to the Demographic Cycle." Working Paper, University of Delaware, 1988.

This paper proposes a model according to which women alter the timing of the first birth and the return to work following that birth in order to mitigate any adverse effects of the demographic cycle on their wage profiles. The authors predict that women who were born during the upswing of the demographic cycle would have an incentive to have their first birth earlier and to return to work more quickly (holding schooling constant) than would women who were born during the downswing of the demographic cycle. The empirical evidence confirms these predictions. Cohort: G W Y.

400 FALARIS, EVANGELOS M. and PETERS, H. ELIZABETH. "Responses of Female Labor Supply and Fertility to the Demographic Life Cycle." (In-progress Research).

Much of the variation over the last fifty years in fertility and work activity across U.S. women born in different years has been in the age at first birth and in the length of time spent not working following the first birth. This project will address empirically the issue of how important the demographic cycle (i.e. baby boom and baby bust) is in explaining the variation in the age at first birth and in the time not working following the first birth. Previous research has found that both men and women change their schooling attainment in response to the demographic cycle. These changes tend to mitigate the adverse effect of a baby boom on wages to a much greater degree for men than for women. Why is the mitigation smaller for women? The authors test the hypothesis that women have other behavioral responses to the constraints imposed by the demographic cycle: changes in the timing of fertility and in lifecycle labor supply. Specifically we test the hypothesis that, conditional on schooling choices, women time their first birth and labor market reentry following the first birth in order to face a more advantageous wage profile than they would otherwise. Hazard rate models are estimated to study the effect of the demographic cycle on the interval from age 12 to the age at first birth and on the interval not working following the first birth. Data are utilized from three NLS cohorts (the Mature Women, Young Women, and NLSY) which contain individual observations over a period of time on women born in 1922-1936, 1941-1954, and 1957-1964. Thus information is available on individuals born during various phases of the demographic cycle including the age of a woman at her first birth (interval since age 12 in days) and the length of the interval not working following the first birth. Many of the younger women in our sample have not had a first birth yet or have had a birth but have not returned to work by the time of the most recent survey. The hazard rate models enable us to utilize information on such individuals. The demographic cycle is measured as numbers of people born in a particular year relative to people born earlier or subsequently (relative cohort size). Controlling for exogenous individual characteristics and cohort-specific effects other than cohort size, the effect of relative cohort size on age at first birth and labor supply following that birth is studied. Cohort: G W Y.

401 FARBER, HENRY S. "Trends in Worker Demand for Union Representation." *The American Economic Review* 79,2 (May 1989): 166-171.

The dramatic decline in the demand for union representation among nonunion workers over the last decade is investigated using data on worker preferences for union representation from four surveys conducted in 1977, 1980, 1982, and 1984. Relatively little of the decline can be accounted for by shifts in labor force structure. However, virtually all of the decline is correlated with an increase in the satisfaction of nonunion workers with their jobs and a decline in nonunion workers' beliefs that unions are able to improve wages and working conditions. Cohort: B G.

402 FARBER, HENRY S. "Unionism, Labor Turnover, and Wages of Young Men." *Research in Labor Economics* 3 (1980):33-53.

The empirical work utilized a sample from the NLS Young Men's data set. The major hypotheses were supported by the results. First, and consistent with the rationing hypothesis, it was found that more skilled workers were more likely to work on union jobs. Second, it was found that those workers less likely to quit were more likely to be union members. As a result, the observed negative correlation between unionization and quits among young workers is an overstatement (in absolute terms) of the direct impact of unionization on quits. In conclusion, two general comments are in order. First, the differences between the results on quits and the results on total permanent job transitions are evidence that quits and involuntary terminations must be modeled as distinct phenomena. Second, the obvious differences between the results of this study relating to young workers and the results of studies that deal with a more varied group of workers is evidence that unions have differing impacts on different groups of workers. Studies that deal with a wide variety of workers and rely on a single union dummy variable to measure the average impact of unionization may be misleading when the results are applied to particular groups. Cohort: B.

403 FARNWORTH, MARGARET. "Meritocracy and Success: The Role of I.Q. in Processes of Achievement and Social Allocation." Ph.D. Dissertation, University of Georgia, 1981.

This analysis examines the relationship among I.Q. and education, occupation, and income. On the basis of the significance of I.Q. differences for each outcome and the strength of the I.Q. effect evaluated relative to the effects of selected social background factors. As a result, the evidence found in this study fails to support the meritocracy thesis of educational processes. In its relationship to occupational and economic outcomes, the meritocracy principle is tentative pending further analysis. Cohort: B.

404 FAULK, DIANE. "Job Expectations and Unemployment among Young Women with Work Experience." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1973.

Using data from the NLS of Young Women, three questions are addressed: (1) how realistic are the expectations of unemployed young women; (2) what are some of the demographic correlates of unrealistic expectations; and (3) how are expectations related to the extent of unemployment, here measured in terms of duration of current spell and incidence in the second year? Cohort: G.

405 FEATHERMAN, DAVID L. "Issues for Manpower Research on Youth in the Transition from School to Work." *Journal of Economics and Business* 32 (Winter 1980):118-125.

Unemployment and job search among youth are conceptualized as behavioral components of the transition into adulthood. Within this life-cycle perspective, recommendations are made for the design and content of empirical studies of the labor force activities of young persons, using the development of the NLS of Young Men as an illustration. Cohort: Y.

406 FEATHERMAN, DAVID L. "Retrospective Longitudinal Research: Methodological Considerations." *Journal of Economics and Business* 32 (Winter 1980):152-169.

Longitudinal research designs for the study of human development and social change customarily are equated with prospective panel follow-ups. These prospective studies are often costly, inefficient, and impractical, as illustrated by the history of several such investigations. By distinguishing between longitudinal data and longitudinal research design, this paper considers a variety of issues that can be investigated by students of human development and social change without investing in a longitudinal research design. One instance, based on the use of retrospective reports, is examined together with considerations of accurate measurement. Cohort: B.

407 FELDSTEIN, MARTIN S. "The Importance of Temporary Layoffs: An Empirical Analysis." *Brookings Papers on Economic Activity* 3 (1975):725-45.

The purpose of this paper is to present a range of new empirical information on temporary layoffs that can provide a foundation for future analytic and econometric research. This paper analyzes the manufacturing turnover data. Some of the implications of temporary layoffs for the theory of unemployment, wage rigidity, the Philips curve, and unemployment insurance are briefly discussed. Cohort: M.

408 FELMLEE, DIANE H. "The Consequences of Employment Discontinuity for Women's Occupational Attainment." Presented: the Meetings of the American Sociological Association, 1981.

The employment pattern of many females is characterized by breaks in wage employment. The hypothesis that such discontinuities will adversely affect females' occupational attainment is tested. Data from the NLS of Young Women (1968-1973) are used to construct complete work histories for white females who are not enrolled in school full-time. Using a continuous-time stochastic model, rates of upward and downward mobility are compared for job changes with and without a break in employment. Mobility is measured in terms of wages and socioeconomic status. The findings support the hypothesis. There are immediate attainment costs associated with a break in employment for white females. Job changes separated by periods of nonemployment have higher rates of downward mobility and lower rates of upward mobility than uninterrupted job shifts. Additional analyses uncover differences in the processes of changing jobs with or without an intervening period of nonemployment as well as the negative consequences of family constraints on women's attainment. Cohort: G.

409 FELMLEE, DIANE H. "A Dynamic Analysis of Women's Employment Exits." *Demography* (May 1984):171-83.

This research examines women's rates of leaving a job to become nonemployed (unemployed or out of the labor force) using a stochastic continuous time model. The data consist of employment histories of white women constructed from the NLS of Young Women (1968-1973). The results demonstrate the importance of examining the underlying processes in women's employment. Several differences are found between the determinants of employment exits and what might be expected from the cross sectional and panel literature on female labor force participation. The findings also provide evidence of the interdependence of fertility and employment, with young children increasing rates of employment exits and with high wages on a job decreasing rates of leaving a job because of a pregnancy. Finally, involuntary employment terminations are examined, and their transition rates are found to decrease with job wages and job tenure and to increase when a woman has children. Cohort: G.

410 FELMLEE, DIANE H. "The Dynamics of Women's Job Mobility." *Work and Occupations* 11,3 (August 1984): 259-281.

The job mobility of young white women is examined, using a continuous-time stochastic model. Analysis of NLS data on Young Women indicates that rates of women's job transitions within full-time employment are decreased by job rewards, socioeconomic status, and wages, and increased by IQ and age. A woman's education, however, does not have significant effects. The family constraints of being married and husband's income limit mobility. Shifts in and out of part-time employment are also common, and wages and young children are found to be significant factors in influencing changes to part-time jobs. Comparisons are made with previous findings for men. Cohort: G.

411 FELMLEE, DIANE H. "Returning to School and Women's Educational Attainment." *Sociology of Education* 61,1 (January 1988): 29-41.

Over the past twenty-five years, more and more United States women have been returning to school after a period of employment in the labor force. Factors that make it likely that women will leave the labor force to obtain more schooling, and whether this increase in education significantly improves their wage levels and job prestige when they return to work are investigated using employment history data from the NLS of Young Women, 1968-1973, (number of cases = 3,638 white and 1,459 black respondents aged 14-24). The results of the initial analysis reveal that job rewards are an important influence on women's rates of returning to school. In addition, regression analyses demonstrate that women's return to school yields modest wage increases and increased occupational prestige (with certain exceptions) in subsequent jobs. Women who return to school are also more likely to improve the occupational category of their job, although usually they remain employed in gender-typical occupations. In general, additional schooling benefits women's occupational attainment, but, perhaps because of structural barriers, there are limitations to these benefits. [Sociological Abstracts, Inc.] Cohort: G.

412 FELMLEE, DIANE H. "Women's Job Mobility Processes Within and Between Employers." *American Sociological Review* 47 (February 1982):142-151.

Rates of women's job to job transitions are analyzed with a multivariate, stochastic model. The results demonstrate the significance and the advantages of firm- internal labor markets in women's employment. First, the process of job mobility differs greatly within and between employers. Voluntary job changes made between employers rely on observable job rewards and general individual resources. Shifts within a firm depend largely on a woman's age and job duration, signifying the importance of seniority and job-specific resources in determining promotions. Second, jobs in firm-internal labor markets offer higher wages and socioeconomic status to women than other jobs. Cohort: G.

413 FELMLEE, DIANE H. "Women's Job Transitions: A Dynamic Analysis of Job Mobility and Job Leaving." Ph.D. Dissertation, University of Wisconsin - Madison, 1980.

The number of women in the labor force has increased dramatically in recent years. At the same time, numerous studies have been done on women's employment issues. However, research has generally been of a cross-sectional nature and has failed to focus on the dynamics of women's employment activities. This study is a longitudinal, in-depth analysis of two major processes involved in women's employment -- job mobility and leaving employment. The Young Women sample of the NLS (1968-1973) is used to develop an appropriate data set for this study. The panel and retrospective information is transformed into a set of employment transition histories for each person in the white women sub-sample. A multivariate, continuous-time, stochastic model is used to analyze individual level employment transition rates. In the first step of the analysis, basic factors in the process of women's job mobility are identified. Women's rates of job to job changes are negatively associated to job rewards and positively associated to individual resources. In addition, several family-related constraints have substantial negative effects on rates of job shifts. Being married, for instance, slows down rates of women's job changes. The process of changing jobs is not simply a function of employers' and employees' desires. Job changes are also a function of the structural access that individuals have to jobs. Additional analyses demonstrate the interaction of the mobility process with two access factors in a job change, the locus of control (voluntary/involuntary) and the type of employer transition (same employer/different employer). The process of voluntarily changing jobs differs substantially from that of changing jobs involuntarily. Furthermore, models for rates of voluntarily changing jobs with the same employer differ from models for rates of voluntarily changing jobs with different employers. Job shifts to a new employer rely on general, screening information such as wages, SES, IQ, and educational goal. Job shifts with the same employer (indicative of firm internal labor markets) depend heavily on age and length of time on a job, a result which implies that moves in firm internal labor markets are largely a function of seniority, firm-specific resources, and vacancies in a firm. Rather than being continuously employed, many women move out of employment for periods of time. Therefore, in the third part of the study transitions out of employment are modeled in a dynamic framework. Models for rates of leaving employment because of pregnancy are contrasted with models for rates of leaving employment due to reasons other than pregnancy. These models differ in ways that imply that fertility behavior influences employment decisions. However, the wage variable has a negative effect both on rates of leaving a job due to pregnancy and on rates not due to pregnancy. This suggests that high wages are a disincentive to leave a job for any reason, i.e., the wages of a job influence pregnancy decisions for employed women. In sum, results provide evidence that labor force activity influences fertility behavior as well as that fertility behavior influences labor force behavior. The final question addressed concerns the consequences of employment discontinuity for women's occupational attainment. Results show that women are more likely to make job changes that result in decreases, rather than increases, in SES or wages when their job changes are interrupted by nonemployment than when the changes are made without a break. Further research demonstrates that the negative consequences of discontinuity are not due simply to differences in the characteristics of the women or jobs involved in discontinuous job changes. Instead, costs are embedded in the process of job changing. [UMI ADG81-02196] Cohort: G.

414 FERREE, MYRA M. "Causal Models of Stability and Change in Women's Work: Relevant Attitudes and Employment Behavior." Presented: the Meetings of the American Sociological Association, 1981.

Data from the NLS of Mature Women indicate that normative attitudes toward employment underwent considerable real change in the period 1967-1972 even when allowances are made for the inevitable measurement error in the variables. The model of attitudes that was constructed from the three items available longitudinally had two distinct work-relevant dimensions. The major factor was a general orientation toward working for its own sake; the second factor reflected the relative importance of the individual's own preferences as compared to her husband's and was termed "independence." The relationship between attitudes and employment was found to be complex and mutually reinforcing. The longitudinal model, which provided the best fit to the data, showed the general attitude toward employment having a substantial impact on subsequent employment while both this general attitude and independence were somewhat affected by prior employment. In this longitudinal model, attitude clearly had more effect upon employment than the reverse. An analysis of reciprocal causation for the simultaneous relationships, however, showed the predominant direction of causation running from employment to attitude. This relationship was substantial when only prior employment was controlled (as in 1967), but persisted even when both prior employment and prior attitude were controlled (as in 1972). Those women who were employed in the period 1968-1971, in particular, were more likely to develop more favorable attitudes toward employment in 1972. While the effects of employment on attitudes are not as great as some previous studies have suggested, it does appear that attitudes are influenced by employment as well as having an impact on attachment to the labor force. Cohort: W.

415 FERREE, MYRA M. "Women's Work and Employment Attitudes: A Longitudinal Causal Model." Presented: American Sociological Association Meeting, 1981.

Although the aggregate of women's employment has been rising while women's sex role attitudes have been becoming more favorable, the nature of the relationship, if any, between work and attitude for individual women has not been adequately examined. Prior studies have suggested a feedback process in which employment affects attitude more than the reverse, but have been flawed by insufficient attention to measurement problems, especially the difficulty differential reliability creates for causal inference. Using a confirmatory model fitting approach to longitudinal data, the present study shows there to be two distinct work-relevant attitudes; while the change in both since 1977 is related to the extent of a women's prior employment, only one feeds back into greater labor force participation in subsequent years. The effect of attitude on employment, however, appears to be comparable in magnitude to the effect of employment on attitude when reliability of measurement is taken into account. Cohort: W.

416 FILLENBAUM, GERDA G.; GEORGE, LINDA K.; PALMORE, ERDMAN B. "Determinants and Consequences of Retirement Among Men of Different Races and Economic Levels." *Journal of Gerontology* 40,1 (January 1985): 85-94.

This paper examined predictors and consequences of retirement for black and white men differing in economic status. Data were drawn from the Social Security Administration's Retirement History Surveys (1969 and 1975) and the National Longitudinal Surveys (1966 and 1976). Basic work-related characteristics were the only predictors of retirement for black men, while more varied matters predicted retirement for whites. For blacks, the impacts of retirement were few and centered on economic and health matters. Economic consequences of retirement for black men were minimal, probably because they were recipients of age-related income supports and other income subsidies and supplements and had received low pre-retirement incomes. There were fewer determinants of retirement for low than for high income earners. Retirement tended to level incomes. Economically marginal men--those whose preretirement incomes lay between poverty level and the intermediate budget level--were most affected by retirement. Methodological issues are also discussed. [AgeLine] Cohort: M.

417 FIRESTONE, JUANITA M. "The All Volunteer Force and American Youth: An Attitudinal and Demographic Comparison." Ph.D. Dissertation, The University of Texas at Austin, 1984.

The primary focus of this research is on the variabilities in attitudes among civilian and military youth in America. Under conscription, military service was seen as an act of citizenship and contribution to the collective well-being. The emerging all-volunteer structure replaces this sense of duty with motivations based on labor market considerations: pay, benefits, alternative employment opportunities, etc. Data for analysis were obtained from the NLSY. A comparison of the demographic profiles of civilian and military youth revealed several important differences. As expected, blacks are overrepresented and women are severely underrepresented. The military group is somewhat older than the civilian group. Individuals in the military with the exception of white males are more likely to have completed high school but less likely to continue their education beyond a high school degree. The military group is also underrepresentative of white males with at least a high school diploma. In comparing attitudes about job satisfaction and sex appropriate roles using multivariate analysis, it was found that overall job satisfaction was lower in the military sample, and that interaction patterns for each group were different. The analyses of attitudes towards sex roles revealed military status itself did not directly affect perceptions of sex appropriate roles. However, being in the military interacted with the other control variables to reinforce and intensify present attitudes. Thus, women in the military held less traditional sex role attitudes than civilian women, while military men had more traditional sex role attitudes than civilian men. It was concluded that criteria affecting the attitudinal dimensions inherent in choosing a job or occupation are not universal constants (ie., always guided by market place standards), but are specific to the organizational environment. In other words, the present format for recruitment and retention in the All Volunteer Force--economic incentives--may not be the best means of insuring a representative and voluntary military. Cohort: Y.

418 FISHE, RAYMOND P.H.; TROST, ROBERT P.; LURIE, PHILLIP M. "Labor Force Earnings, and College Choice of Young Women: An Examination of Selectivity Bias and Comparative Advantage." *Economics of Education Review* 1 (Spring 1981):169-191.

A generalized approach to selectivity bias is derived and applied to the joint decision of college attendance and labor force participation for young women. The results here indicate that these decisions are strongly correlated. Moreover, the estimated rate of return to college education is found to be very sensitive to this correlation. This fact suggests that ignoring the relationship between these two decisions leads to rate of return estimates that are biased downward for those who attend college and biased upward for those who do not attend college. Cohort: G.

419 FISHE, RAYMOND P.H.; TROST, ROBERT P.; LURIE, PHILLIP M. "Selectivity Bias and Comparative Advantage: A Generalized Approach." Presented: San Diego, Western Economics Association Meeting, 1980.

The two stage method of multiple decision-making has been generalized and correlation between these decisions has been allowed for. The earnings of young women are studied in this expanded framework and it is found that comparative advantage exists in this NLS data set. In addition, the estimates of the conditional wage equations generally support the argument that these women are making income maximizing choices, which has been an implicit assumption in most of the literature on female labor force participation. Cohort: G.

420 FLANAGAN, ROBERT J. "Discrimination Theory, Labor Turnover, and Racial Unemployment Differentials." *Journal of Human Resources* 13 (Spring 1973):187-207.

This paper examines theoretically and empirically the feedback from racial wage differences to unemployment differentials among experienced workers. Although the received theory predicts that the removal of racial wage differentials will increase the relative unemployment of blacks, this conclusion rests on a demand oriented analysis of discrimination which omits the effect of market discrimination on racial differences in quit behavior, movements between market and nonmarket activity, and related unemployment. The empirical work in the paper analyzes turnover flows and the probability of incurring unemployment, conditional on turnover by race. In clarifying the role of racial wage differentials on supply behavior, the results challenge the traditional interpretation of the effect of wage discrimination. Cohort: B M.

421 FLANAGAN, ROBERT J. "Labor Force Experience, Job Turnover, and Racial Wage Differentials." *Review of Economics and Statistics* 56 (November 1974):521-29.

This paper seeks to estimate the influence of an unstable work history on wages, the value of alternative forms of post-school experience for whites and blacks, and to isolate important differences in the wage structure for each race which are the source of net racial wage differentials. The analysis indicates that the single most important source of racial hourly wage differentials is the lower level of and return to black schooling investments. The differences in returns among the older cohort are partially attributable to the fact that only whites experience occupational advancement as a part of the return to their investments. Cohort: B M.

422 FLANAGAN, ROBERT J. "Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis." Report, Manpower Administration, U.S. Department of Labor, 1974.

The main thrust of the report is an analysis of racial unemployment differentials in the context of received theories of racial discrimination. Noting that the average duration of unemployment is similar for white and black males, the analytical emphasis is on the flow of new unemployment which is decomposed into turnover flows and conditional unemployment probabilities. The links between racial wage discrimination and racial unemployment differentials are also examined. The results include findings that differences in quit and layoff rates between the races are quite small, that the practice of wage discrimination or occupational segregation tends to widen racial unemployment differentials, and compensatory post-school training investments do not seem to be the main road to racial wage equality among males. The analysis did not support the dual market view of racial wage differences. Cohort: B M.

423 FLEISHER, BELTON M. "Mother's Home Time and the Production of Child Quality." *Demography* 14 (May 1977):197-212.

This paper deals with the effect of mother's time spent out of the labor force, and presumably in the home, on the "production" of child quality, where child quality is measured by intelligence (IQ), level of schooling attained, and market earning power. The results indicate that mother's home time is most effective in producing (male) child quality for mothers who have attained relatively high levels of schooling. The results suggest that education programs which devote equal school resources to all (male) children do not necessarily provide equal educational opportunity and that the influence of family background on economic success is indirect, operating through home investments in children. Cohort: B W.

424 FLEISHER, BELTON M. "A Multiple Equation Family Model." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1976.

This paper presents a multiple equation model of labor market demand for mother's time, mother's supply of time to the market, family fertility, and child quality. Disaggregate data are used to obtain estimates of the relationship between the wife's market wage rate and her investment in human capital; the effect of market wage, family income, and fertility on years of post-school labor supply; the family's demand for number and quality of children; and the interaction between child quality demanded and the number of children. The econometric technique used is designed to avoid simultaneous equation bias, particularly in estimates of wage and fertility effects on labor supply and price and income parameters of the fertility demand equation. Cohort: W.

425 FLEISHER, BELTON M.; PARSONS, DONALD O.; PORTER, RICHARD D. "Asset Adjustments and Labor Supply of Older Workers." In: *Income Maintenance & Labor Supply-Econometric Studies*, G. Cain & H. Watts, eds, Institute for Research on Poverty, 1973.

The central hypothesis of this paper is that empirical research on labor supply, with particular reference to males in the age group where market work is the normal mode of behavior, has suffered from the lack of an adequate formulation of the role of nonemployment sources of purchasing power in affecting labor-supply decisions. In particular, recent extensions of the classical labor-supply model, which have proved fruitful in increasing understanding of the behavior of other groups in the work force, appear to be of little help in understanding the behavior of older primary workers--males between ages 45-59. This paper, therefore, concentrates on the role of nonhuman assets and nonemployment income in the labor supply function of older workers. The authors present the derivation and empirical estimation of two variants of an asset-adjustment model of labor supply and develop a system of labor-supply equations in which hours of work for an individual are determined by his wage rate and the difference between the actual and desired stock of nonhuman assets. The value of assets conditions work decisions principally relative to some desired asset level rather than through its level alone. A large number of the regressions yielded estimates of the labor-supply parameters that are quite plausible. For families with incomes less than $10,000, annual hours of work seem to drop about 100 to 200 hours when hourly wage rate is $1 higher, while about one-half of the deviations of assets from desired levels are eliminated within a year by transitory adjustments in hours of work. In many of the regressions, the internal consistency is quite good. However, in the more complex model, in which the authors attempt to incorporate transitory wage effects as well, the results appear suspect. The major empirical problem uncovered in this study is the high sensitivity of labor supply estimates to different definitions of a given variable and to different sample compositions. This may be a characteristic of male workers in this age group, 45 to 59, because more traditional models suffer from the same problem. This group does not respond dramatically to changes in labor-supply conditions, which could well explain the difficulty of getting reliable estimates of the effects of the change. The results imply that dynamic aspects of asset adjustments cannot be ignored. Because the expected time path of supply responses depends critically on the asset value of the NIT program, one must conclude the inferences drawn from experimental short-term programs are likely to underestimate the impact on labor supply. Cohort: M.

426 FLEISHER, BELTON M. and PARSONS, DONALD O. "A Disaggregate Study of the Effect of Unemployment Rates on Labor Supply." Report, Manpower Administration, U.S. Department of Labor, 1975.

The project focuses on two loosely-related hypotheses regarding a contradiction existing in the results of previous research on the relationship between labor force participation and unemployment. This contradiction is the persistent tendency of the estimated effect of unemployment on labor force participation--and hence estimates of hidden unemployment--to be greater when cross section data based on SMSA aggregates are used than when economy-wide time series data are used. The hypotheses put forward to explain this contradiction are: (1) that the cross section estimates are biased as the result of labor force heterogeneity across SMSAs; and (2) that the problem of mutual determination of labor force participation and unemployment is a much more likely cause of spurious correlation between these two variables in the cross section than in the time series data. Cohort: M W.

427 FLEISHER, BELTON M.; PARSONS, DONALD O.; PORTER, RICHARD D. "Dynamic Analysis of the Labor Force Behavior of Men and Youth." Final Report, Employment and Training Administration, U.S. Department of Labor, 1972.

A theoretical and empirical analysis is made of the labor force behavior of males aged 14-24 and 45-59. The economic forces (including wealth, wage rate, and unemployment rate) which influence the work and schooling decisions of males are examined, and the empirical importance of these and other factors is determined using data from the Older Men and Young Men. Cohort: B M.

428 FLEISHER, BELTON M. and PORTER, RICHARD D. "Assets, Non-employment Income, and Alternative Models of Labor Supply." Report, Manpower Administration, U.S. Department of Labor, 1971.

The report is based on a very limited portion of the NLS data collected in the first two surveys of the older group of men in mid-1966 and mid-1967. Previous reports-The Pre-Retirement Years, Volume I (1968) and Volume II (1969)--contain more comprehensive presentations of the findings of those surveys, based entirely on tabular analysis. Here the focus is narrower and the analysis is more intensive. Professors Fleisher and Porter describe their progress to date in an investigation of the factors influencing the amount of labor supplied by men 45-59. Their aim is to estimate parameters of the labor supply function for individual workers. Such estimates are of interest because of their relationship to important propositions of economic theory, and because labor market policy can be designed properly only if the structure of labor market relationships is well understood. In this report, Fleisher and Porter make full use of the longitudinal nature of the surveys, having developed an analytical framework especially well-suited to take advantage of the unique characteristics of these data. They develop several alternative models, evaluate their results, and show how they are of use in estimating the work disincentive effects of a "negative income tax". Cohort: M.

429 FLEISHER, BELTON M. and RHODES, GEORGE F. "Fertility, Women's Wage Rates, and Labor Supply." *American Economic Review* 69 (March 1979):14-24.

Our empirical results encourage us to believe that a disaggregate multivariate approach is useful for the study of fertility and labor supply behavior. There is fairly persuasive evidence that the number of children demanded responds negatively to their cost and positively to family income, ceteris paribus. Our results suggest that declining family size will reduce the future discrepancy in male-female wage differentials. Increased labor force attachment may prove to be a more powerful force toward male-female wage equality than "equal opportunity" labor market legislation. Cohort: B G W.

430 FLEISHER, BELTON M. and RHODES, GEORGE F. "Individual Labor Force Decisions and Unemployment in Local Labor Markets." *Review of Economics and Statistics* 61 (November 1979):629-34.

The net discouraged worker effect of unemployment on labor force participation for two important labor force groups is shown to be smaller than estimates based on published aggregate Census data indicate. Our explanation of the relative magnitudes of estimates derived from cross-section and time series data in terms of aggregation bias seems to fit the case of married women better than that of married men. Cohort: M.

431 FLEISHER, BELTON M. and RHODES, GEORGE F. "Unemployment and Labor Force Participation of Married Men and Women: A Simultaneous Model." *Review of Economics and Statistics* 58 (November 1976):398-406.

The authors develop and estimate a simultaneous model of labor force participation and unemployment rates. The coefficients of the labor force participation rates in the structural unemployment equation are negative and statistically significant. There is also evidence that the unemployment component associated with demand is correlated with labor force participation. The results suggest implications for policies based on concepts such as "hidden unemployment" and "full employment G.N.P." At the local labor market level, the results indicate policies designed to raise labor force participation through stimulating aggregate demand will not have a substantial effect on local labor forces. Cohort: M W.

432 FLIGSTEIN, NEIL and WOLF, WENDY. "How Can We Explain the Apparent Sex Similarities in Occupational Status Attainment?" In: *Women's Changing Roles at Home and on the Job*, I. Sawhill, ed., National Commission on Manpower Policy, Report. 26. Washington, D.C.: U.S. Government Printing Office, 1978.

In the past, studies to discover the extent and nature of sexual inequalities in economic rewards and labor market positions have been concentrated in three major areas: wage differentials, occupational segregation by sex, and occupational status differentials. While research in two of these areas, wage differentials and occupational segregation by sex, have illustrated sexual inequalities and pointed to ways to remedy them, research on sex differences in occupational status attainment has led to the somewhat paradoxical findings that men and women essentially have parity in labor market positions. This paradox has ambiguities as to the mechanism by which sexual equality in labor market positions could be obtained. This paper attempts to discuss and empirically assess why the status attainment literature produces seemingly paradoxical findings about sexual inequalities in labor market positions. In this paper, these three research traditions are briefly discussed and the authors posit and test one explanation for the counterintuitive findings of the status attainment literature. They find that one potential source of bias in estimating equations for women's occupational attainments is the exclusion of nonworking women from the occupational attainments equations. They present a technique that presents estimations of the structural parameters for all currently employed women, regardless of their occupational status. Cohort: W.

433 FLIGSTEIN, NEIL and WOLF, WENDY. "The Impact of the Censoring Problem on Estimating Women's Occupational Attainment Equations." Discussion Paper 371-76. Institute for Research on Poverty, University of Wisconsin-Madison, 1977.

Research on sex differences in occupational attainment suggests that working men and working women attain essentially the same mean level of occupational attainment and do so through quite similar processes. A possible explanation for these similarities is that the sample of working women contains an overrepresentation of successful women, since women who can afford not to work will stay out of the labor force unless they find a job commensurate with their education. This we define as a censoring problem. By extending a technique developed by Heckman, we can estimate the structural parameters for all women, regardless of current employment status. This procedure allows us to assess the impact of the censoring problem on women's occupational attainment equations. Cohort: W.

434 FLIGSTEIN, NEIL and WOLF, WENDY. "Sex Similarities in Occupational Status Attainment: Are the Results Due to the Restriction of the Sample to Employed Women?" *Social Science Research* 7,2 (June 1978): 197-212.

Research on sex differences in occupational attainment suggests that working men and working women attain essentially the same mean level of occupational attainment and do so through quite similar processes. A possible explanation for these similarities is that the sample of working women contains an overrepresentation of successful women, since women who can afford not to work will stay out of the labor force unless they find a job commensurate with their education. This is defined as a censoring problem. By extending a technique developed by Heckman, the authors estimate the structural parameters for all women regardless of current employment status. This procedure allows assessment of the impact of the censoring problem on women's occupational attainment equations. Cohort: W.

435 FLINN, CHRISTOPHER J. "Behavioral Models of Wage Growth and Job Change over the Life Cycle." Ph.D. Dissertation, University of Chicago, 1985. Cohort: B.

436 FLINN, CHRISTOPHER J. "Wages and Job Mobility of Young Workers." *Journal of Political Economy* 94,3 (June 1986): S88-S110.

This paper presents a discrete-time version of Jovanovic's model of worker-firm matching. Descriptive evidence is presented that supports the notion that unobserved worker-firm heterogeneity is an important component in the intertemporal structure of wages for young workers. A structural econometric model of wage dynamics under worker-firm sorting is developed and estimated. Finally, a formal test of the matching model is carried out, and the matching structure on intertemporal covariances of wages is not rejected. The results indicate the necessity of jointly considering processes of turnover and wage growth when analyzing the labor market experiences of young workers. Cohort: B.

437 FLINN, CHRISTOPHER J. and HECKMAN, JAMES J. "Are Unemployment and Out of the Labor Force Behaviorally Distinct Labor Force States?" *Journal of Labor Economics* 1 (Winter 1983):28-42.

This paper tests the hypothesis that the classifications "unemployed" and "out of the labor force" are behaviorally meaningless distinctions. This hypothesis is rejected. Distinct behavioral equations govern transitions from out of the labor force to employment and from unemployment to employment. The evidence reported in this paper is broadly consistent with versions of search theory in which unemployment is a state that facilitates the job search process. In an appendix, the authors demonstrate that log concavity of the wage-offer distribution implies that the exit rate from unemployment is an increasing function of the rate of arrival of job offers. Cohort: B.

438 FLINN, CHRISTOPHER J. and HECKMAN, JAMES J. "Models for the Analysis of Labor Force Dynamics." In: *Advances in Econometrics* 1, R. Basemann and G. Rhodes, eds., Greenwich, CT, JAI Press, 1982.

This article presents new econometric methods for the empirical analysis of individual labor market histories. The techniques developed here extend previous work on continuous time models in four ways: (1) a structural economic interpretation of these models is presented; (2) time varying explanatory variables are introduced into the analysis in a general way; (3) unobserved heterogeneity components are permitted to be correlated across spells; and (4) a flexible model of duration dependence is presented that accommodates many previous models as a special case and that permits tests among competing specifications within a unified framework. In addition, longer range types of state dependence can be introduced into the model and their empirical importance tested. Two sets of empirical results are presented. The first set is an analysis of employment and nonemployment data using both regression and maximum likelihood procedures. Standard regression methods are shown to perform rather poorly and to produce estimates wildly at variance with the estimates from our maximum likelihood procedure. The maximum likelihood estimates are more in accord with a priori theoretical notions. A major conclusion of this analysis is that the discrete time Markov model widely used in labor market analysis is inconsistent with the data. The second set of empirical results is a test of the hypothesis that "unemployment" and "out of the labor force" are behaviorally different labor market states. Contrary to recent claims, the authors find that they are separate states for the sample of young men utilized. Cohort: B.

439 FLINN, CHRISTOPHER J. and HECKMAN, JAMES J. "New Methods for Analyzing Structural Models of Labor Force Dynamics." *Journal of Econometrics* 18,1 (January 1982): 115-168.

The economic theory of decision-making under uncertainty is used to produce three econometric models of dynamic discrete choice: (1) for a single spell of unemployment; (2) for an equilibrium two-state model of employment and non-employment; (3) for a general three-state model with a non-market sector. The paper provides a structural economic motivation for the continuous time Markov model widely used in longitudinal analysis in biostatistics and sociology, and extends previous work on dynamic discrete choice to a continuous time setting. An important feature of identification analysis is separation of economic parameters that can only be identified by assuming arbitrary functional forms from economic parameters that can be identified by non-parametric procedures. The paper demonstrates that most economic models for the analysis of truncated data are non-parametrically under-identified.

It also demonstrates that structural estimators frequently violate standard regularity conditions. The standard asymptotic theory is modified to account for this essential feature of many structural models of labor force dynamics. Empirical estimates of an equilibrium two-state model of employment and non-employment are presented. Cohort: B.

440 FLYNN, ROBERT J. "The Effect of Schooling, Training, Work Experience, and Economic Sector on the Vocational Success of Low-IQ and Average-IQ Young Men." In: *Frontiers of Knowledge in Mental Retardation: Social, Educational, & Behavioral Aspects*, P. Mittler, ed., Baltimore: University Park Press, 1980.

The effects of schooling, training, work experience, participation in the core versus the periphery industrial economic sector, and relevant control variables in terms of their impact on occupational status and annual earnings are examined. This study estimates multiple regression models for four race-IQ groups--low and average IQ for black and white men. The results show that the factors responsible for vocational success are alike for low IQ and average IQ groups within racial categories. Cohort: B.

441 FLYNN, ROBERT J. "Mental Ability, Schooling, and Early Career Achievement of Low-IQ and Average-IQ Young Men." *American Journal of Mental Deficiency* 84,5 (March 1980):431-43.

This study constructs and estimates a 13-variable, 7-stage causal model of the career-attainment process of low-IQ and average-IQ young men. Multiple- regression analysis was used to estimate the model on the low-IQ groups within white and black racial categories separately. The findings showed gross differences to exist between low-IQ subjects on a number of variables. The regression results, however, indicated that the determinants of career attainment had similar effects among low-IQ and average-IQ subjects and that the status-attainment theory applied equally well to the two IQ groups. Cohort: B.

442 FONDELIER, SHARON E. "Keeping Track of Respondents in Longitudinal Studies." Presented: AMA Census Conference, 1976.

Experience with the NLS has shown that it is possible to retain most of the respondents in a longitudinal study even if they are part of a mobile population group and the study is extended over several years. The problem of keeping track of the respondents can be reduced if certain pertinent information is collected during the interview and then retained for use when follow-up interviews are to be done. With enough information from previous interviews and other sources, longitudinal survey interviewers should be able to locate all but a very few of their respondents. Cohort: B G M W.

443 FOSTER, ANN C. "Wife's Earnings as a Factor in Family Net Worth Accumulation." Ph.D. Dissertation, University of Missouri, 1979.

Three areas are examined: (1) the relationship between the wife's employment and earnings and family net worth; (2) whether families of working and nonworking wives have comparable net worth or whether the wife's earnings alter the family's net worth position; and (3) the impact of the wife's earnings on changes in net worth while controlling for changes in income and number of family members. Cohort: W.

444 FRANK, ROBERT H. and FREEMAN, R. T. "The Distribution of the Unemployment Burden: Do the Last Hired Leave First?" *Review of Economics and Literature* 60,3 (1978): 380-391.

Relative contributions of unemployment frequency and unemployment duration to the distribution of total hours of unemployment across individuals within each of several important labor force groups were examined. National Longitudinal Survey data for the 1966-1971 period were employed. These data contain detailed personal and employment-related information for large cohorts of young males and females (aged 14 to 24 in 1966), mid-career women (aged 30 to 44 in 1966), and older males (aged 45 to 59 in 1966). Despite the fact that they had shorter periods of unemployment, young men and women tended to have much higher unemployment rates than adults. The frequency of unemployment periods was four to five times higher for youth cohorts. In cohorts for both older men and women, the incidence of increased unemployment fell heavily on those individuals with low personal unemployment rates. For the young women's group, the opposite pattern emerged. The study's principal contribution is that it allows variations in individual unemployment experience to be linked explicitly to individual variations in the length and frequency of unemployment periods. [AgeLine] Cohort: B G M W.

445 FRANK, ROBERT H. and STOIKOV, VLADIMIR. "Changes in Pension Benefits and the Timing of Retirement." Final Report, Assistant Secretary for Planning, Evaluation & Research, U.S. Department of Labor, 1975.

The research described in this paper details the development and estimation of a model of the retirement decision. The estimates are intended to serve as a basis for calculating the effect of the Employment Retirement Income Security Act of 1974 on the retirement data chosen by individuals covered by the Act. Three existing studies which deal with the issue of early retirement are examined. A simple theory of the retirement decision is outlined then employed as a guide in the specification of an estimating equation which can be employed, using the 1971 NLS of Older Men data, to make the kinds of quantitative inferences which existing studies do not permit. Cohort: M.

446 FRANTZ, ROGER S. "Attitudes and Work Performance Among Young Men During the Transition from School to Work." *American Economist* 26,1 (Spring 1982): 43-50.

This study attempts to build on earlier ones utilizing longitudinal survey data by assuming that labor market performance and attitude changes during work are simultaneously determined. That is, attitudes which affect work performance are simultaneously affected by them, as well as by non-work experience. A model is designed to estimate these relationships for young men who are experiencing their initial full-time contract with the labor market, which investigates how attitudes affect labor market performance during the transition from school to the world of work. Taken together the results indicate that internal-external attitudes have substantial effects on subsequent labor market performance and that they are responsive to work. Furthermore the data supports the hypothesis that economic progress among blacks can be enhanced through the development of internal attitudes among blacks. This development, in turn, is seen as dependent upon increasing the mobility of blacks which would assure them of greater wage gains with the aging process. Finally the "phase transition" seen occurring between the ages of 21 and 24 would seem to show that $1 spent on "mental health" at age 21 may be as productive as many more dollars spent at age 25. Cohort: B.

447 FRANTZ, ROGER S. "Beyond Allocative Efficiency: The Role of Psychological Factors in Worker Motivation, Career Choice, and Industrial Mobility." Ph.D. Dissertation, Washington State University, 1978.

This study focuses on some substantial and pervasive direct and indirect effects which an individual's attitudes are likely to produce on his labor market experiences. The Young Men's sample of the NLS is used to examine two issues: (1) how a belief in internal external control affects labor market experiences; and (2) how a belief in internal-external control is affected by the transition from school to work. In developing a conceptual framework for testing these issues, the author considers that labor market experiences (wages, occupational status, turnover) are affected by three major classes of variables: (1) psychological orientation, or attitudes in general; (2) human capital; and (3) market structure. In addition, one's labor market success or failure, his attempts at beginning his own family, world events, and his new status as one gaining financial and emotional independence are crucial in determining how his transition period affects his attitudes towards himself. The model is designed to deal with interactions between attitudes and human capital variables. This dissertation concludes that attitudes affect the economic benefits of human capital and earnings, and that attitudes are affected by the work and personal experiences during the transition period between school and work. Cohort: B.

448 FRANTZ, ROGER S. "The Effect of Early Labor Market Experience upon Internal-External Locus of Control Among Young Male Workers." *Journal of Youth and Adolescence* 9 (1980):203-10.

This study examined the influence of some personal and labor market factors on changes in internal-external control among young male workers. Utilizing 960 male respondents in a multiple regression analysis and an abbreviated version of the Rotter Internal-External Control Scale, this study found that labor market success, race, and employment in the private sector enhance feelings of internal control during the transition between school and work. Cohort: B.

449 FRANTZ, ROGER S. "Internal-External Locus of Control and Labor Market Performance: Empirical Evidence Using Longitudinal Survey Data." *Psychology* 17,3 (Fall 1980): 23-29.

This article examined the effects of several personal and labor market characteristics of the individual on hourly wages and feelings of locus of control, as measured by an abbreviated version of Rotter's internal-external locus of control scale. Responses from 976 young men, taken from the Young Men's cohort of the NLS, were studied. Internal-external control was found to affect hourly wages independent of other factors such as educational attainment, labor market experience, race, and collective bargaining affiliation. Internal-external locus of control is affected by labor market success, race, and city size. [(c)APA] Cohort: B.

450 FRAZIS, HARLEY J. "The Diploma Effect." Ph.D. Dissertation, University of Wisconsin - Madison, 1988.

This dissertation deals with the college diploma effect on earnings. A "diploma effect"--a particularly large return to completing the final year of college compared to earlier years of college--has been found in some studies but not in others. The major part of the dissertation examines the existence of the diploma effect. Most of the analysis is performed using the Panel Study of Income Dynamics (PSID) and the NLS of Young Men. OLS analysis of earnings reveals that neither the addition of IQ, allowance for different time paths of earnings for different educational levels, or interaction of schooling with other characteristics accounts for the diploma effect. To correct for selection bias, a model of choice of level of educational attainment and earnings is developed. The results of correcting for selection bias indicate that selection bias does not account for the diploma effect in either data set. A sensitivity analysis (performed using a Bayesian technique developed by Leamer) shows that the results are not sensitive to the exclusion of family background variables from the earnings equation. Estimated diploma effects are not consistently statistically significant in the NLS or in the PSID. Increasing the sample size by combining the NLS or the PSID with the 1970 Census--treating IQ and selection bias correction terms as missing observations in the Census--the estimated diploma effects greatly increase in magnitude, and the effects are consistently statistically significant. The final part of the thesis examines explanations of the diploma effect. A version of the Spence screening model where family background variables affecting the cost of schooling are observable to both the employer and the analyst implies that selection bias correction should account for the diploma effect. A version where family background variables observable to the analyst are not observable to the employer is not supported by the data. A model is developed where workers signal that they know the degree is expected by obtaining the degree. If such knowledge is correlated with productivity, and under certain conditions, an earnings differential for the diploma above that reflecting the acquisition of human capital can be sustained as one of multiple equilibria. [UMI ADG89-03016] Cohort: B.

451 FREDLAND, J. ERIC and LITTLE, ROGER D. "Educational Levels, Aspirations and Expectations of Military and Civilian Males, Ages 18-22." *Armed Forces & Society* 10,2 (Winter 1984): 211-228.

Based on the 1979 data from the NLSY, this article examines differences between 18-22 year-old servicemen and males of the same cohort who have never served with respect to three dimensions of manpower quality: educational levels, aspirations, and expectations. Blacks, whites and Hispanics are considered separately. Blacks and whites are also disaggregated by branch of service in some analyses. Two purposes are served. First, information on these three dimensions provides insight into the quality of those who serve in comparison with those who do not. Educational level is the most often cited quality measure in the debate over the efficacy of the all-volunteer force. Second, educational aspirations and expectations are also a measure of quality but, in addition, are valuable in assessing the utility of postservice educational programs as a recruiting attraction. It was found that, among whites, the military group has less education than the civilian group; however, the military group contains more high school graduates. Further, when the samples are confined to those having 12 or fewer years of education, the military group averages more education. Finally, because the sample is truncated at age 22, and because military service is an alternative to more schooling, the finding of a greater mean educational level for the civilian group is not surprising. In short, if amount of education is taken as an index of intellectual ability, it is difficult to argue that the military attracts much lower-quality whites than the average. It is particularly difficult to argue that the quality of white servicemen is lower than average, when the civilian group excludes those who have gone on directly from high school to college and graduate school. The results for blacks and Hispanics are much clearer. Blacks and Hispanics who enlist are (as of 1979) clearly superior to the average of their age group, when educational level is the criterion of quality. The most interesting results of this study concern educational aspirations and expectations. It was found that whites, blacks, and Hispanics in the military desire, on average, significantly more years of schooling than their civilian counterparts. Also, the servicemen, on average, actually expect to complete more years of schooling. These results hold even when the civilian group includes those who have gone on directly from high school to college, and they prevail more dramatically when the college group is excluded. They also obtain in the context of a multivariate model. Cohort: Y.

452 FREDLAND, J. ERIC and LITTLE, ROGER D. "Job Satisfaction Determinants: Differences Between Servicemen and Civilians." *Journal of Political and Military Sociology* 11 (Fall 1983):265-280.

Univariate analysis indicates that job satisfaction in the military is lower than in the civilian sector. Multivariate analysis demonstrates that military service itself or the personal characteristics of servicemen exert little independent influence. Rather, specific elements of satisfaction which have policy implications--feelings that the experience will be valuable later, for example--account for most of the difference. Racial differences and the likelihood of being married also suggest some policy alternatives. A small segment of each service who report being very satisfied with their military job appear to be influenced by different job satisfaction factors than the majority. Cohort: Y.

453 FREDLAND, J. ERIC and LITTLE, ROGER D. "Long Term Returns to Vocational Training: Evidence from Military Sources." *Journal of Human Resources* 15 (Winter 1980):49-66.

This study investigates long- run returns of mid-career white male workers who received military vocational training during WWII and immediately thereafter. The cross-section earnings regressions strongly suggest that those who utilized their vocational training receive long-term premiums. In contrast, those individuals who did not use their training in subsequent employment did not appear to earn premiums, which indicates that the training effects are job specific. Cohort: M.

454 FREDLAND, J. ERIC and LITTLE, ROGER D. "Psychic Income and Self Employment." *Journal of Private Enterprise* 1,1 (Fall 1985): 121-127.

This paper reports on preliminary longitudinal empirical research on the characteristics of self-employed workers using the Older Men's cohort for 1966 to 1971. The self-employed, with greater human capital on average, work longer hours for the same income, while reporting equal or better job attitude, greater job commitment, and less immediate retirement plans. Those who have recently become self-employed do not appear to be better off in terms of income, but their reported job attitude and commitment show marked improvement and they postpone their retirement plans. Thus, there is a strong suggestion that their switch to a self-employed status was accompanied by the accrual of a measure of "psychic" income. Cohort: M.

455 FREDLAND, J. ERIC and LITTLE, ROGER D. "Self-Employed Workers: Returns to Education and Training." *Economics of Education Review* 1 (Summer 1981):315-337.

An empirical investigation of human capital returns to owners of unincorporated nonfarm businesses is described, and the results are compared with those for a similar cohort of employees. Data are from the Older Men's cohort of the NLS. A single-equation semi-log regression model is employed throughout. Results show that human capital returns to self-employed workers are basically consistent with results for employees, but some differences emerge. As hypothesized, returns to general training are somewhat larger and returns to specific training somewhat smaller for self-employed workers. The time path of returns associated with job tenure also differs. Cohort: M.

456 FREDLAND, J. ERIC and LITTLE, ROGER D. "Socioeconomic Characteristics of the All Volunteer Force: Evidence from the National Longitudinal Survey, 1979." Final Report, U.S. Department of Defense, 1982.

This report contains six separate, although related, studies. Each study compares young male members of the all-volunteer force as of 1979 either with men of the same age cohort who are not serving or with those too young to serve at the time of the survey. The studies are cross-sectional. They address the following areas: socioeconomic characteristics, attitudes and intentions to serve of 14 to 17 year old males, vocational training, educational levels, aspirations, and expectations, job problems and characteristics, job satisfaction. Cohort: Y.

457 FREDLAND, J. ERIC and LITTLE, ROGER D. "Socioeconomic Status of World War II Veterans by Race: An Empirical Test of the Bridging Hypothesis." *Social Science Quarterly*: 534-551.

Reasons for positive returns to military duty for World War II veterans 20 years after discharge are explored. The bridging hypothesis appears to be overly broad; what matters most for white veterans is education, training, and personal independence. In contrast to the bridging literature, black veterans generally benefited less than white veterans from bridging experiences, but gained substantially from employment in government, which may be associated with the veterans' preference status of ex-servicemen. Cohort: M.

458 FREDLAND, J. ERIC and LITTLE, ROGER D. "World War II Veterans: Pecuniary and Non-Pecuniary Returns to Service." Presented: San Diego, Western Economics Association Meetings, 1980.

This paper investigates some specific attributes of the bridging hypothesis by comparing groups of white and black World War II veterans with their contemporaries who did not serve. Contrary to literature of the 1960s, some studies during the 1970s lend support to the proposition that military service can improve one's place in the income distribution or enhance socioeconomic attainment particularly for members of minority groups. These improvements, some sociologists have argued, may be explained by the "bridging" environment which the military service occupation provides. The authors conclude that the bridging hypothesis is not a satisfactory explanation of the difference between veteran and non-veteran positions in the income distribution or their socioeconomic attainment in the long run. Educational differences are important, but occupational choice and other labor market factors need further investigation. Cohort: M.

459 FREEMAN, RICHARD B. "Black Economic Progress after 1964: Who Has Gained and Why?" In: *Studies in Labor Markets*, Sherwin Rosen, ed., Chicago: University of Chicago Press, 1981.

This study used three types of evidence to analyze the nature and cause of black economic progress in post-World War II years: (1) aggregate evidence on the timing and incidence among skill groups of changes in the relative earnings or occupational position of blacks; (2) cross- sectional evidence on the family background determinants of the socioeconomic achievement of blacks; and (3) information from company personnel offices regarding personnel policies toward black (and other) workers affected by civil rights legislation. Cohort: B M.

460 FREEMAN, RICHARD B. "Career Patterns of College Graduates in a Declining Job Market." Discussion Paper 850, Harvard Institute of Economic Research, 1981.

This study examines the earnings growth of college graduates relative to high school graduates in the depressed market of the 1970s. Evidence does not support the conclusion that young graduates who suffered economic losses will recover the traditional college advantage as time proceeds. Finally, divergencies between cross-section and longitudinal income profiles in the period were found, which raises doubts about the use of cross-sectional data as a method of approximating true longitudinal income profiles. Cohort: B.

461 FREEMAN, RICHARD B. "The Effect of Unionism on Worker Attachment to Firms." *Journal of Labor Research* 1 (Spring 1980):29-61.

Findings from an investigation of the effect of unionism on job tenure show that: (1) trade unionism is associated with greater job tenure and lower probabilities of separation; (2) the increase in worker attachment to firms resulting from unionism is due to changes in worker behavior caused by union work settings; and (3) some of the union effect on tenure appears due to grievance systems which give unions a voice in the job market. In addition, findings suggest that unions have non-monopoly wage effects on the job market. Cohort: M.

462 FREEMAN, RICHARD B. "The Exit-Voice Tradeoff in the Labor Market: Unionism, Job Tenure, Quits and Separations." Mimeo, Harvard University, 1977.

This paper examines the effect of trade unionism on the exit behavior of workers in the context of Hirschman's exit-voice dichotomy. Unionism is expected to reduce quits and permanent separations and raise job tenure by providing a "voice" alternative to exit when workers are dissatisfied with conditions. Empirical evidence supports this contention, showing significantly lower exit for unionists in several large data tapes. It is argued that the grievance system plays a major role in the reduction in exit and that the reduction lowers cost and raises productivity. Cohort: M.

463 FREEMAN, RICHARD B. "Job Satisfaction as an Economic Variable." *American Economic Review* 68 (May 1978): 135-140.

Satisfaction is shown to be a major determinant of labor market mobility, in part, it is argued, because it reflects aspects of the workplace not captured by standard objective variables. Satisfaction is also found to depend anomolously on some economic variables (such as unionism) in ways that provide insight into how those factors affect people. Most variables like age, wages, and a race dummy had the expected opposite coefficients on satisfaction compared to quits. Overall, the results of comparing satisfaction as a dependent variable with quits indicates that, consistent with economists' suspicions, satisfaction cannot be treated in the same ways as standard economic variables. The divergent effects the unions and to a lesser extent tenure have on satisfaction and quits suggests that at least some economic institutions and variables have very distinct effects on the subjective way in which individuals view their job satisfaction. The empirical analysis finds job satisfaction to be a major determinant of labor market mobility and turns up puzzling relations between certain economic variables, notably unionism, and satisfaction that appear attributable to the subjective nature of the variable. Cohort: B M.

464 FREEMAN, RICHARD B. "Longitudinal Analyses of the Effects of Trade Unions." *Journal of Labor Economics* 2,1 (January 1984):1-26.

This paper examines how measurement error biases longitudinal estimates of union effects. It develops numerical examples, statistical models, and econometric estimates which indicate that measurement error is a major problem in longitudinal data sets. There are three major findings: (1) the difference between the cross-section and longitudinal estimates is attributable in large part to random error in the measurement of who changes union status. Given modest errors of measurement, of the magnitudes observed, and a moderate proportion of workers changing union status, also of the magnitudes observed, measurement error biases downward estimated effects of unions by substantial amounts; (2) longitudinal analysis of the effects of unionism on nonwage and wage outcomes tends to confirm the significant impact of unionism found in cross-section studies, with the longitudinal estimates of both nonwage and wage outcomes lower in the longitudinal analysis than in the cross-section analysis of the same data set; and (3) the likely upward bias of cross-section estimates of the effect of unions and the likely downward bias of longitudinal estimates suggests that, under reasonable conditions, the two sets of estimates bound the "true" union impact posited in standard models of what unions do. Cohort: B.

465 FREEMAN, RICHARD B. "Occupational Training in Proprietary School and Technical Institutes." *Review of Economics and Statistics* 56 (August 1974):310-18.

The effect of occupational training in proprietary schools on job status and earnings of male workers is examined. Similar patterns in earnings between proprietary training and formal schooling appear. Proprietary training costs compare to those of colleges and universities, but the social rate of return is higher because of a lack of public subsidies. This type of occupational training differs among workers and job markets. The earnings of older black men, in comparison to those of their white counterparts, increase more with proprietary training and job tenure. Those who use their training at work also obtained higher returns than those whose training was less job specific. Cohort: B M.

466 FREEMAN, RICHARD B. "Parental Family Stability and Socioeconomic Success: Effects of the Broken Home." Mimeo, Harvard Institute of Economic Research Discussion Paper, 1972.

This study analyzes the impact of family structure on educational, occupational, and income achievement in the U.S. during the 1960s. The results indicate that coming from a broken family has a modest negative effect on the socioeconomic achievement, more so for whites than blacks. This is largely because of the lesser educational attainment achieved by youth from broken households. Secondly, intergenerational mobility patterns are less significant for blacks than for whites reflecting the same phenomenon Third, a majority of the reduction in educational attainment associated with broken homes results from the lower family income in those families. Finally, prevalence of broken homes in the black community is not a major factor behind black-white economic differences. Cohort: B.

467 FREEMAN, RICHARD B. "Social Mobility in the New Market for Black Workers." Mimeo, Harvard Institute of Economic Research Discussion Paper, 1974.

This paper examines the effect of the improved labor market for black Americans on longstanding patterns of intergenerational social mobility. It finds that the impact of parental status on blacks has increased substantially in recent years and that black/white background differences have become the critical factor in economic disparities among young workers. The results contrast sharply with traditional findings on the "failure" of black families to transmit socio-economic status to their children and on the relative importance of background and discrimination as determinants of economic differences between black and white men. Cohort: B M.

468 FREEMAN, RICHARD B. "Who Escapes? Relation of Church Going and Other Background Factors to the Socio-economic Performance of Black Male Youths from Inner-City Poverty Tracts." Presented: Cambridge, MA, Conference in Inner City Black Youth Unemployment, August 1983.

This paper examines factors which determine "escapes" from the socioeconomic spiral of a ghetto with data from the 1979-80 National Bureau of Economic Research-Mathematica surveys of inner-city black youth (NBER) and from the 1979-81 National Longitudinal Survey of Young Men. The NBER Survey had the advantage of gathering information on youths' allocation of time in a day and on socially deviant behavior (crime, drug use) in addition to standard school and work questions. The NLS data permit comparison of young blacks and whites not possible with the NBER Survey. The primary finding is that even in relatively homogeneous inner city poverty areas there is enough diversity in the measured backgrounds of youths for certain aspects of youths' background to provide remarkably good predictions about 'who escapes.' There is also some indication that at least part of the background-achievement relation among young black men represents a 'true' causal link rather than a sorting of youths by background and achievement. The principal variable on which the paper focuses, church-going, is associated with substantial differences in the behavior of youths, and thus in their chances to "escape" from inner city poverty. It affects allocation of time, school-going, work activity, and the frequency of socially deviant activity. In addition to church-going, the background factors that most influenced 'who escapes' are whether other members of the family work and whether the family is on welfare. Youth's allocation of time and other activities are significantly influenced by market opportunities (or perceptions thereof), with those who believe it would be easy to find a job if they had to find one more likely to engage in socially productive activities than others, and youths who see many opportunities to make illegal money less likely to engage in socially productive activities than other youths. Cohort: B.

469 FREEMAN, RICHARD B. and MEDOFF, J.L. "The Impact of Collective Bargaining: Can the New Facts be Explained by Monopoly Unionism?" Discussion Paper 886, Harvard Institute of Economic Research, 1982.

In this paper we focus our attention on the question of whether union-nonunion differences in nonwage outcomes can, in fact, be explained in terms of standard price-theoretic responses to real wage effects, as opposed to the real effect of unionism on economic behavior. We reach three basic conclusions. First, unions and collective bargaining have real economic effects on diverse nonwage variables which cannot be explained either in terms of price-theoretic responses to union wage effects or be attributed to the poor quality of our econometric "experiments." Second, we find that while sensitivity analyses of single-equation results and longitudinal experiments provide valuable checks on cross-sectional findings, multiple-equations approaches produced results which are too sensitive to small changes in models or samples to help resolve the questions of concern. Finally, on the basis of these findings we conclude that the search for an understanding of what unions do requires more than the standard price theoretic "monopoly" model of unionism. New (and/or old) perspectives based on institutional or industrial relations realities, contractarian or property rights theories, or other potential sources of creative views are also needed. Cohort: B M.

470 FREEMAN, RICHARD B. and MEDOFF, J.L. "Why Does the Rate of Youth Labor Force Activity Differ Across Surveys?" Presented: Airlie House, Virginia, Conference on Youth Joblessness and Employment, National Bureau of Economic Research, 1979.

One prerequisite for analysis of the economic problem of youth is a set of sound estimates of the employment and labor force status of the young. Existing estimates of the extent of labor market involvement and the extent of work activity of the young based on the monthly Current Population Survey and from special longitudinal surveys of the young give strikingly different pictures of the labor market for young men. The purpose of this study is to answer these questions by providing a detailed quantitative analysis of the divergences between the rates of labor force activity for male youths indicated by these surveys. Cohort: B.

471 FREEMAN, RICHARD B. and WISE, DAVID A. "The Youth Labor Market Problem: Its Nature, Causes, and Consequences." In: *The Youth Labor Market Problem: Its Nature, Causes, & Consequences*, R.Freeman, et al., eds., Chicago: University of Chicago Press, 1982.

This article elaborates on the findings of the National Bureau of Economic Research (NBER) on the nature of youth employment, the causes of changes in youth employment rates over time, the causes of individual differences in employment experiences, and the consequences of youth unemployment. The authors find that lack of employment is not a severe problem for the vast majority of youth. Black youths are less likely to be employed than white youths, but once employed the two groups have similar wage rates. Vocational training in school, in contrast to work experience and academic performance, is shown to be unrelated to employment and wages. The authors also find that early employment experience has virtually no effect on later employment after controlling for persistent characteristics of individuals, and that wages earned upon entry into the labor force do not affect wage rates earned a few years later. Not working in earlier years is shown to affect subsequent wages negatively. Cohort: B.

472 FREIMAN, MARC P. "Empirical Tests of Dual Labor Market Theory and Hedonic Measures of Occupational Attainment." Ph.D. Dissertation, University of Wisconsin, 1976.

Dual labor market theory was tested by examining the occupational mobility patterns (and their determinants) for whites, nonwhites, and nonwhites with fewer than twelve years of education. The primary data source was the NLS of Young Men, although the Survey of Economic Opportunity (1967), and job data from the Dictionary of Occupational Titles were also used in the analysis. Occupational status was defined by two measures: the hourly wage rate and a measure of occupational prestige derived from an estimated hedonic price index for occupational characteristics. The primary focus was on the effect of initial job quality on subsequent mobility. Cohort: B.

473 FURSTENBERG, FRANK F.; BROOKS - GUNN, J.; MORGAN, S. PHILIP. "Adolescent Mothers and Their Children in Later Life." Family Planning Perspectives 19,4 (July/August 1987): 142-151. See also: *Adolescent Mothers in Later Life*, New York: Cambridge University Press, 1987.

Reviews the results of a longitudinal study of over 300 primarily urban black women who gave birth as adolescents in the 1960s with follow-up results obtained from reinterviews in 1972 and 1984 with both the mothers and their then teenage children. This study found that a substantial majority of the mothers completed high school, found regular employment, and escaped dependence on public assistance. However, while many teenage mothers do break out of the cycle of poverty, the majority did not fare as well as they would have had they been able to postpone parenthood. Data from the 1982 NLSY, 1983 Current Population Survey, and 1982 National Survey of Family Growth are used to provide comparisons with national samples of women. Interviews with the teenage children of the mothers originally interviewed in 1966 revealed that: (1) mother's economic status had pervasive effects on the child's academic performance; (2) receipt of welfare in the first five years after the child's birth had a negative impact on preschool behavior and temperament; and (3) mother's marital status was clearly associated with poor academic performance and behavior problems among adolescents. Cohort: Y.

474 FURSTENBERG, FRANK F. and THRALL, CHARLES A. "Counting the Jobless: The Impact of Job Rationing on the Measurement of Unemployment." *Annals of the American Academy of Political and Social Science* (March 1975): 45-59.

This paper argues that the official definition of unemployment does not accurately consider the actual population available for work. The behavior involved in actively seeking employment is subject to a normative bias resulting from expectations, from feelings of obligations, sense of right to a job, and ease in accomplishing the job search. These expectations are a part of "job rationing ideology" which is present in Social Security regulations, which conceals the level of job shortage while alleviating strain which would otherwise result. Secondary analysis of data for women 30 to 44 supports a model of continuum of attachment to employment. Finally, normative considerations must be recognized in order to improve methods of determining labor supply; otherwise a failure to use such methods would be a barrier to intelligent economic and social planning. Cohort: M W.

475 GAGEN, MARY G. "Job Displacement of Established Women Workers: Correlates and Employment Consequences." Ph.D. Dissertation, The Ohio State University, 1987.

The theories, correlates and consequences of permanent job loss were investigated, for the NLS Mature Women's cohort, using a subset of workers who were established in their jobs over the years 1969 to 1981. This approach focuses on the job loss event itself, in contrast to the prevailing practice of studying displaced workers from cases of plant shutdowns or from a population of unemployed workers. Theories which could explain labor force reductions were surveyed from across disciplines in order to derive a set of variables for use in a displacement model. The theories tend to focus on either characteristics of the firm or on characteristics of individual workers to explain the incidence of displacement across the workforce. It was shown that there was a fairly high degree of convergence among theories in terms of predictor variables. Displacement was found to be related more closely to structural features, associated with firms, than to characteristics of the individuals who lost their jobs. The industry of employment was the single largest predictor of displacement. Specifically, manufacturing, traditional services and wholesale/retail trade displaced workers at approximately equal rates. In contrast, professional and business services confer relative immunity to job loss, at least over the period studied. This finding offers a different profile of displaced workers from that described in the large body of plant shutdown literature, but supports findings from other national samples. Recent layoffs are also strong predictors of displacement. Education tended to prevent displacement. Consequences of displacement were similar to that described in the plant closing literature: unemployment, wage erosion and leaving the labor force were typical, and persistent. Multinomial logit of employment status was used to analyze displacement's effects on unemployment, labor force leaving and employment rates. The model explains more about labor force leaving than it does of unemployment, although displacement significantly affects both. Policy implications were discussed. [UMI ADG87-26632] Cohort: W.

476 GALLIGAN, RICHARD J. and BAHR, STEPHEN J. "Economic Well-Being and Marital Stability: Implications for Income Maintenance Programs." *Journal of Marriage and the Family* 40 (May 1978):283-90.

The authors examine the effects of economic well-being on marital stability. The results show that income by itself has only a negligible effect on marital dissolution; however, the level of assets has a significant effect even after relevant variables are controlled. The dissolution rate of blacks is significantly higher than for whites as is the rate for less educated women. The results suggest that direct income supplements may have little effect on marital dissolution unless they increase the level of family assets. Cohort: G.

477 GARCIA, JOHN A. and AVALOS, MANUEL. "Hispanic Youth in the Labor Market: Explorations into the Job Search Process." Report to the National Council of La Raza, U.S. Department of Labor, 1982.

The job search process for Hispanic youths is examined according to four interrelated areas: (1) labor market knowledge; (2) type of job search method utilized; (3) search extensiveness; and (4) search time. Results of the analysis show Hispanic youth tend to rely on informal methods of job search. Given these sources, the kinds of jobs these youth secure may be lower paying and less occupationally mobile positions. Since Hispanic youth limit their method options, levels of search extensiveness are also lower. Cohort: Y.

478 GARCIA, PHILLIP and HURTADO, AIDA. "Differences in Unemployment and Job Turnover Rates Among Young Hispanic, Black, and White Workers." Report, National Council of La Raza, U.S. Department of Labor, 1982.

The primary objective of this study is to investigate the determinants of Hispanic youth unemployment through the use of multivariate techniques on data from the 1979 NLSY. The specific statistical aims are to estimate the parameters of these determinants and to explain more precisely why Hispanic unemployment figures among young workers are often five to ten percentage points higher than for like-aged white labor force participants. The findings suggest that an over-representation in highly unstable jobs, regardless of relevant background characteristics, contributes to higher rates of Hispanic youth unemployment. Other results also suggest that Hispanic teens demonstrate a relatively high degree of labor force attachment; thus higher rates of voluntary job separations among Hispanic youth do not contribute to observed Hispanic-white unemployment differences. Cohort: Y.

479 GARDNER, JOHN A.; CAMPBELL, PAUL B.; SEITZ, PATRICIA. "Influence of High School Curriculum on Determinants of Labor Market Experiences." Report, Columbus, OH: National Center for Research in Vocational Education, The Ohio State University, 1982.

Previous research on labor market effects of vocational education is extended by explicitly modeling the intervening factors in the relationship between secondary vocational education and labor market outcomes. The estimated model shows that vocational education may have both direct and indirect effects on earnings, income, and unemployment, and that the indirect effects operate through such intervening factors as unionization, industry, occupation, job tenure, labor market experience, and postsecondary education. Cohort: Y.

480 GARDNER, WILLIAM; MEYER, MARION; KETTERLINUS, ROBERT D. "Longitudinal Analysis of Life Events: A Methodological Introduction." (In-progress Research). Cohort: Y.

481 GAREN, JOHN E. "The Effect of Firm Size on Wage Rates." Ph.D. Dissertation, The Ohio State University, 1982.

A substantial amount of empirical work in the economics literature has verified the correlation between firm size and wage rates is positive and significant, even after controlling for standard measures of worker quality. However, little theoretical work has been done to explain this regularity. A model of wage rate determination is developed which yields implications about wage structure in large and small firms. The model focuses on the desire of firms to evaluate the abilities of their workers. It is assumed that self-selection devices do not sort workers perfectly, thus a substantial variation in ability remains for a given set of observable characteristics. The firm can insure the retention of its highest ability workers, as well as those of lower ability, by paying everyone the opportunity wage of the most able. Alternatively, it can save on its wage bill by attempting to evaluate workers' abilities and paying each his opportunity wage. It is shown that the wage required to maintain the quality of the firm's labor force is smaller, the more accurate the firm's evaluation is. Due to hierarchical "loss of control," large firms encounter higher costs of evaluating workers, thus rely more on paying wage premiums. The model is consistent with the observed correlation between firm size and wages, but it also is supported by other evidence. It is shown that larger firms' less accurate evaluations lead to a smaller return to measured ability for workers in large firms. Results using the NLS of Young Men indicate this is the case, where IQ is used as a measure of ability. Furthermore, wage dispersion should be smaller among workers in large firms because large firms, having inaccurate evaluations, cannot differentiate well among workers. Again, the data support this. The model is also consistent with findings regarding the educational attainment and productivity of workers in large firms. Cohort: B.

482 GAREN, JOHN E. "The Trade-Off Between Wages and Wage Growth." *Journal of Human Resources* 20,4 (1985): 522-539.

This paper tests the theory of compensating differentials by estimating the sacrifice in current earnings necessary to acquire employment leading to future wage growth. Utilizing longitudinal data from the Young Men cohort, the predicted value of each individual's actual wage growth subsequent to the current period is related to the current wage. The results indicate a strong, inverse relationship between current earnings and the amount of future wage growth "purchased." The magnitude of this trade-off between current and future earnings varies with schooling, as does the total amount of current earnings capacity invested in wage growth. These findings are then compared to related results in the human capital production function literature. Cohort: B.

483 GAREN, JOHN E. "Worker Heterogeneity, Job Screening, and Firm Size." *Journal of Political Economy* 93,4 (August 1985): 715-739.

A model of job screening is constructed in which firms make wage offers to workers on the basis of an imperfect evaluation of their abilities. If large firms have higher costs associated with acquiring information about workers, they screen workers with less accuracy and choose a wage compensation scheme different from the one small firms choose. This produces the often observed positive correlation between firm size and wages. The model also predicts that wage structure, and possibly wage dispersion, will vary by firm size and that individuals who acquire more schooling will opt to work in a large firm. These hypotheses are tested using disaggregate data on individual workers from the 1969 NLS panels of Young and Older Men. The empirical results are quite supportive of the model. Thus, the cost of acquiring information about personnel rises with firm size, and large firms face numerous information problems that small firms do not. Cohort: B M.

484 GARRY, STEPHEN L. "Report to the Illinois General Assembly on Missing Young Adults." Chicago, IL: Illinois Criminal Justice Information Authority, March 1984.

This report to the Illinois General Assembly summarizes the results of a six-month investigation into a wide range of topics concerning missing young adults. Data from the NLSY, in conjunction with other information sources, were used to study the unique problems of missing 17 to 21 year-olds. Recommendations include: (1) immediate and official elimination of the so-called "24-hour rule" for delaying action in a missing persons report; (2) computer entry regarding a missing person as soon as all information needed to make the entry has been collected; (3)

enhancing current law enforcement systems so they will have more precise and more useful statistics about missing persons; (4) redirecting efforts to develop a profile toward improved and faster information gathering by police. Cohort: Y.

485 GARVEY, NANCY. "Job Investment, Actual and Expected Labor Supply, and the Earnings of Young Women." Ph.D. Dissertation, Columbia University, 1980.

Using human capital theory, this thesis investigates the relationship between patterns of work experience, actual and planned and the wages of young women. The results support the hypothesis that more attached workers invest more in general training and consequently earn more than less attached workers. The initial earnings capacity of more attached women is also found to be greater. Consequently, their wage profiles are not only steeper but also consistently above the wage profiles of less attached women. In addition, the labor force withdrawal associated with the birth of the first child is found to significantly decrease earnings; the size of this depreciation effect diminishes after women return to work and are able to restore their previous skills and make additional investment. Young men were found to invest more than young women in both general and specific training, but the relative magnitude of their investments is most similar to that of young women with stronger lifetime labor force attachment. Finally, very little of the wage gap between young women and men is explained by differences in work experience or investments. Cohort: B G.

486 GARVEY, NANCY and REIMERS, CORDELIA. "Predicted vs. Potential Work Experience in an Earnings Function for Young Women." *Research in Labor Economics*, Volume III (1980).

When an earnings function is estimated and data on actual work experience are unavailable, potential work experience--age minus educational attainment minus 5 (or 6)--is often substituted for actual experience. This paper explores the biases introduced by this procedure and proposes that predicted experience, based on demographic information, be used instead. Using NLS data, we estimate a predicting equation, by both OLS and Tobit methods, for women under age 30. We then compare the estimated earnings functions using potential, predicted, and actual work experience, and we find that the coefficients estimated using potential experience differ substantially from those estimated using either predicted or actual experience, whereas the latter are very close together. Moreover, the bias introduced by using potential experience varies by race. Cohort: G.

487 GEER, EDWARD M. "The Relationship between Participation in Vocational Education, Pay, and Employment of 16- to 21-Year-Olds in the Continental United States." Doctoral Dissertation, The Pennsylvania State University, 1984.

The purpose of this study was to determine the relationship between participation in vocational education and pay and employment of civilian 16-to 21-year-olds in the continental United States. Data were collected from 11,406 civilian non-institutionalized NLSY respondents who were not enrolled in school at the time of the 1979, 1980, and 1981 interviews. Three criterion variables were used in this study: labor force status, employment status, and hourly rate of pay. The following variables were used: age, race, gender, marital status, responsibility for the support of dependents, high school diploma (or GED), location of current residence (Standard Metropolitan Statistical Area - SMSA), whether residence is urban or rural, collective bargaining, local unemployment rate, and participation in vocational education. This study utilized the self-reported method of participation in vocational education as well as transcript data contained on the NLS computer tapes. Three methods of analysis were applied to the data. Cross-tabulation was utilized to determine the relationship between participation in vocational education and labor force status. Least squares regression was used to determine the relationship between the variates and the criterion variable hourly rate of pay. Logistic regression was used to analyze the relationship between the variates and employment status. The findings were of two types: variates that showed a distinct relationship with the criterion variable; and those which were significant because they did not show any relationship with the criterion variables. Of the former, only the year 1979 and utilizing transcript data, did the total for males and females show a positive relationship for each additional Carnegie Unit earned in vocational education when regressed on labor force participation. Also, for 1979, males and the total for males and females showed a positive relationship for each additional Carnegie Unit earned when regressed on employment. Males, for 1980, who gave self-reports for participation in vocational education, showed a negative relationship when regressed on employment. No relationship exists between the other variates and the criterion variables. Cohort: Y.

488 GENERAL ACCOUNTING OFFICE. "Disability of Men." Information Brief No. 22, White House Conference on Aging, N.D.

The objective of this discussion is to provide some insight into the disability of men. Specifically, the data presented is about men whose ages ranged from 45 to 59 in 1966 and follows them as they aged over the 1966 to 1976 period. Analysis was directed towards showing sources of disability payments and whether the sources changed over time and describing what happens over time to men who were receiving disability payment in 1966. Overall, 11.1 percent of the sampled men were receiving disability payments in 1966. Another 20 percent of the sample reported health related problems who were not receiving any payments. The Veterans Administration was the major source of disability payments, but there were considerable differences between the age groups. The Veterans Administration was the largest source for both the 45 to 49 and 50 to 54 age groups. These percentages reflected a high concentration of World War II veterans with service connected disabilities. The second highest source for the 45 to 49 age group was Workmen's Compensation. The 55 to 59 age group received the largest portion of their payments from Social Security (33.2 percent). Many persons receiving disability payments were full-time workers. At least 50 percent of those drawing just a Veterans Administration disability were working 48 weeks or more during 1966. The percent of men continuing to receive disability payments decreased over time from 51 percent in 1966 to 24 percent in 1975. [AgeLine] Cohort: M.

489 GERHART, BARRY. "How Important are Dispositional Factors as Determinants of Job Satisfaction? Implications for Job Design and Other Personnel Programs." *Journal of Applied Psychology* 72,3 (August 1987): 366-373.

According to recent research, including a 1985 study by Staw and Ross, worker attitudes are, to a large degree a function of stable individual traits, not situational characteristics. This implies that job redesign and related personnel programs are prone to failure because they only change the job situation. Problems with this study, which used men 45 to 59 and 50 to 64 years of age, prompted another study designed to examine the relationship of job satisfaction with dispositional and situational factors in younger adults. The NLSY, a national probability sample interviewed annually, provided data for the study. Two measures of job complexity were analyzed in order to determine how changes in complexity impacted job satisfaction. The study found that changes in complexity and other situational factors are important predictors of job satisfaction, while dispositional factors present measurement problems that preclude their use as accurate predictors. These results are contrary to the findings of Staw and Ross. [ABI/INFORM] Cohort: Y.

490 GERHART, BARRY. "Sources of Variance in Incumbent Perceptions of Job Complexity." *Journal of Applied Psychology* 73,2 (May 1988): 154-162.

Substantive research in the job design area has relied heavily on incumbent-based perceptions of job complexity (IPJC) measures (e.g., the Job Characteristics Inventory and the Job Diagnostic Survey). However, little research has addressed the construct validity of IPJC measures. The present study used longitudinal data to assess the convergent validity of an IPJC measure by examining its relation with an independent measure of complexity derived from the fourth edition of the Dictionary of Occupational Titles (DOT-complexity). In addition, discriminant validity is assessed by examining the relation between the IPJC measure and a relatively broad range of individual (e.g., education) and situational (e.g., pay level) variables, controlling for DOT-complexity. The data are taken from the NLSY (ages 16-21 in 1979; 19-24 in 1982). Results indicated that IPJC did converge significantly with DOT-complexity. Moreover, the set of individual and situational factors did not add significant explanatory power to an equation predicting IPJC using only DOT-complexity, thus providing support for the discriminant validity of the IPJC measure as well. These results may help alleviate reservations concerning previous substantive job design research that has relied almost exclusively on IPJC measures. [MGMT CONTENTS] Cohort: Y.

491 GEWEKE, JOHN; MARSHALL, ROBERT C.; ZARKIN, GARY A. "Mobility Indices in Continuous Time Markov Chains." *Econometrica* 54,6 (November 1986): 1407-23.

The axiomatic derivation of mobility indices for first-order Markov chain models in discrete time is extended to continuous-time models. Many of the logical inconsistencies among axioms noted in the literature for the discrete time models do not arise for continuous time models. It is shown how mobility indices in continuous time Markov chains may be estimated from observations at two points in time. Specific attention is given to the case in which the states are fractiles, and an empirical example is given. Cohort: B.

492 GILL, ANDREW M. "The Role of Discrimination in Determining Occupational Structure." *Industrial & Labor Relations Review* 42,4 (July 1989): 610-623.

This study attempts to isolate the role of discrimination in determining racial differences in occupational structure. Logit techniques are used to identify and distinguish between determinants of the probability that an individual will choose an occupation and the probability that an individual will be hired for a desired job. The empirical results indicate that much of the under-representation of blacks in managerial, sales and clerical, and craft occupations can be attributed to employment discrimination. These findings thus seriously challenge human capital models, which treat occupational distribution as resulting from individual choice. Cohort: B.

493 GILL, ANDREW M. "Social Security and Life-Cycle Labor Supply." Ph.D. Dissertation, Washington State University, 1985.

This dissertation examines the labor supply consequences of the social security earnings test and benefit structure in a life-cycle setting. Specifically, the research addresses the contention that the implicit tax on earnings at the age of social security acceptance induces a substitution of market work to younger ages of the life-cycle by changing an individual's relative wage pattern. Using a sample of middle-aged men from the NLS, this study will present new microeconomic evidence related to the full life-cycle adjustment to the social security system. A recently developed empirical model of labor supply that incorporates the life-cycle considerations mentioned is implemented. The empirical methodology includes the use of panel data to estimate marginal utility of wealth-constant demand functions. Estimation of the model provides parameter estimates needed to construct intertemporal substitution elasticities, as well as responses to parametric changes in wealth and wages over the life cycle. Cohort: M.

494 GILL, DAVID HENRY. "Aspects of Vocational Development in Older Males: An Exploratory Study." Ph.D. Dissertation, Texas A & M University, 1981.

The purpose of this study was to examine the relevance and descriptive applicability of vocational development theories for the later lifestages of maintenance and decline in older males. The following objectives guided the research: (1) To determine whether or not the maintenance period is characterized by limited occupational change.

(2) To determine whether or not the decline stage is characterized by withdrawal from paid work, followed by continued lack of participation in work. (3) To develop a model that would predict the predisposition to withdraw from working life among older males. Pertinent data were obtained or derived for 5020 Older Men from the NLS. Data were analyzed using descriptive statistics, cohort analysis, and multiple regression analysis and an extension of MRA, commonality analysis. Major findings: (1) occupational stability increases with age, the incidence of occupational changing dropping rapidly in the early sixties. (2) even after the age of sixty, over 10 percent of the respondents reported a change in occupation over a two-year time period. (3) about fifty-eight percent of the respondents changed occupations at least once during the ten-year time frame of the study. Over ten percent of the respondents aged 64-68 reported having changed jobs at least three times during those ten years, while over five percent reported at least three changes of occupational fields. (4) the initial decision to retire attained a peak rate of incidence of thirty-one percent at age 66 but displayed an earlier sharp rise around the age of 62 (from nine percent at age 61 to twenty percent at age 63). (5) about one-fourth of the respondents reported themselves as retired at some time during the period of study (men aged 45-68 during the period 1966-1975). About half of the men who retired later reported a return to work. (6) whereas incidence of retirement increases with age, so also does post-retirement work involvement, particularly after age sixty. Thirty-six per cent of the men aged 62-66 who reported their first retirement in 1973 later reported being employed. (7) factors that performed best as predictors of attitude toward retirement were: the effect of dependent others (including indicators for life status of parents and attitude toward leaving children an inheritance); occupational mobility (including indicators for occupational change, employer change, and job tenure); and socioeconomic status (including indicators for net family assets, educational level, and score on Duncan socioeconomic index). Findings of this study suggest that those men who did not feel financial obligations for dependent family, who were more occupationally mobile and had higher socioeconomic status were more positively disposed to retire. Cohort: M.

495 GILROY, CURTIS. "A Demographic Profile of Minimum Wage Workers." In: *Report of the Minimum Wage Study Commission*, Volume II (1981):153-213.

This paper examines the demographic characteristics of minimum wage workers over the 1966-77 period using the Young Men's and Young Women's cohorts. Age, sex, race, and labor force status are the variables of primary interest. Cohort: B M.

496 GLASS, JENNIFER. "Job Quits and Job Changes: The Effects of young Women's Work Conditions and Family Factors." *Gender & Society* 2,2 (June 1988): 228-240.

Labor force exits are conceptualized as a parallel option to employer changes in the gender-specific opportunity structure for employed young women, and it is hypothesized that the same working conditions should predict both. In addition, it is hypothesized that family characteristics (including pregnancy and the presence of preschool children) rather than working conditions should differentiate between job changers and job leavers. Logit analyses of data on a random subsample from the 1970-1980 Young Women's Panel of the NLS (sample = 2,740) indicate that employment conditions do affect decisions to change jobs or exit the labor force in similar ways. However, household factors affect labor force exits more strongly than they do job changes: pregnant women are more likely to leave the labor force, though improved job conditions and existing preschool children (implying prior experience with substitute care) enhance their likelihood of remaining continuously employed. [Sociological Abstracts, Inc.] Cohort: G.

497 GOLDSCHEIDER, FRANCES K. and WAITE, LINDA J. "Nest-leaving Patterns and the Transition to Marriage for Young Men and Women." *Journal of Marriage and the Family* 49,3 (August 1987): 507-516.

Young adults have been leaving the parental home at increasingly early ages over recent decades. They have also been delaying marriage. This article argues that the increase in independent living during young adulthood may have caused some of the delay in marriage and examines this question on the basis of data from the NLS of Young Men and Young Women. It tests the hypotheses that: (1) living independently during young adulthood delays marriage; (2) the effects of nonfamily living are smaller for those in group quarters than for others; (3) living away has larger effects if it occurs relatively early in adulthood; and (4) the effects are stronger for women than for men. The results provide some support for these hypotheses, especially among women. Cohort: B G.

498 GOLDSCHEIDER, FRANCES K. and WAITE, LINDA J. "Sex Differences in the Entry into Marriage." *American Journal of Sociology* 92,1 (July 1986): 91-109.

Among the many transitions young people make as they enter adulthood, marriage is perhaps the most important. This paper uses data from the NLS of Young Women and Young Men to examine the transition to marriage and how it differs by sex, testing the extent of variation in the desirability of marriage for men and women, and the effects of marriage market factors and marital and nonmarital roles. The design of the analysis allows the effects of these factors to vary over the young adult years. The pattern of findings suggests that recent declines in the marriage rate have not resulted from increased barriers to marriage but from declines in relative preferences for marriage. Cohort: B G.

499 GOLDSCHEIDER, FRANCES K. and WAITE, LINDA J. "Sex Differences in the Transition to Marriage: Evidence about Change." Report, NICHD Center for Population Research, 1985.

Among the many transitions young people make as they enter adulthood, marriage is perhaps the most important. This paper uses data from the NLS Young Women's and Young Men's cohorts to examine the transition to marriage and how it differs by sex, testing the extent of variation in the desirability of marriage for men and women, and the effects of marriage market factors and marital and nonmarital roles. The design of the analysis allows the effects of these factors to vary over the young adult years. The pattern of findings suggest that recent declines in the marriage rate have not resulted from increased barriers to marriage but from declines in relative preferences for marriage. Cohort: B G.

500 GOLUMB, SUSHA. "Changing Patterns of Employment in Agriculture in the United States." Ph.D. Dissertation, The Ohio State University, 1981.

This study examines the change in the distribution of agricultural employment over a ten-year period that has also been marked by significant changes in the structure of agriculture. Also examined are the characteristics of households employed in agriculture, with a special emphasis on multiple occupation, small-scale farming, a category of agricultural employment that has increased over the last ten years. The data that are used are from the NLS, a longitudinal study of the labor force, designed to be representative of the entire United States. This study looks at one cohort, the Mature Women, in both the first year (1967) and the latest year (1977) for which data are available. A sample of 549 respondent households in agricultural employment has been created from an original 5,000 respondents in 1967. This study involves the development and use of a typology of agricultural employment that divides farming occupations into two broad groups, namely those with declared farm occupations and those without farm occupations but for whom there is evidence of farm income or assets. These two groups are called primary and secondary occupation farming, respectively. The third category of agricultural employment used in this study is paid farm labor. The definitions used in this study have revealed a sample of respondent households in farming occupations that is significantly larger than that normally encountered in Census material, which dies not normally succeed in picking up many part-time farmers. The general change in agricultural employment from 1967 to 1977 seen in the NLS shows a decrease in primary occupation farming and in paid farm labor that is comparable to the decline in small- to medium-sized farms and in the farm labor force seen in the Census of Agriculture. The data also show an increase in secondary occupation farming, and this adds a dimension to the increase in very small farms, under 50 acres, seen in the 1974 Census of Agriculture (vol. 1, part 51, pg. XIV). A dualism in the scale of agriculture to very large and very small farm size appears to be developing as primary occupation farming decreases and as secondary occupation farming increases, together with the increase in the number of very large farms that is a trend seen in the Census of Agriculture. This does not represent a similar shift in the farming population according to the NLS data. There is very little movement of population from primary to secondary occupation farming. Instead, there is a turnover in farming, as primary occupation farmers leaving agriculture altogether and secondary occupation farmers enter also from outside agriculture. The newcomers to secondary occupation farming exhibit the highest average income, education, and other socio-economic characteristics of any other group in agricultural employment in the NLS. Although these newcomers have the highest total family income of any group, when one looks at wages and salary for husbands and wives (respondents), one sees a decrease in husband's wages and an increase in the number of respondents (wives) in the labor force when they enter the category of secondary occupation farming. While the non-farm income of the households in secondary occupation farming allows them to avoid the pressure of competing with large-scale, highly mechanized farms (and suffer the same fate as the households in primary occupation farming), the increased labor force activity of the respondents in secondary occupation farming and the cut in wages of the already employed husbands support the contention made in this study that this is an ideological move on the part of the newcomers to secondary occupation farming. [UMI ADG81-29004] Cohort: W.

501 GONUL, FUSAN. "Comparison of Hazard Functions with Duration Dependence and Stayer-Mover Structure with an Application to Divorce." Paper, Graduate School of Industrial Administration, Carnegie-Mellon University, 1988.

Performances of hazard functions with an implicit stayer-mover structure are examined in Monte Carlo samples. The results are then applied to data on duration of first marriages from the NLS of Young Women. The Monte Carlo experiments conducted in this study uncover the cases when the built-in stayer-mover structure of the flexible hazard function is useful and when it is not. Only in some cases, the flexible hazard function yields a plausible estimate of the stayer proportion, and in other cases it either under- or over-estimates it. It is important to be aware of this bias if one uses flexible hazard functions to obtain estimates of life time behavior where a change may never take place, as in, for example, divorce for those married. Cohort: G.

502 GONUL, FUSAN. "An Empirical Analysis of the Effects of AFDC on Work, Childbearing, and Marital Status Decisions of Young Women." Paper, Graduate School of Industrial Administration, Carnegie-Mellon University, 1988.

This paper presents an empirical analysis of labor force participation, marital status and fertility patterns of young Hispanic, black and white women over the observed portion of their life cycle with special attention to the effect of Aid to Families with Dependent Children (AFDC) on their decisions. While prior literature has primarily considered effects of AFDC payments on these decision variables separately, there is no comparable evidence when these choices are considered simultaneously. In this study three choice variables, marital status, labor force participation, and fertility, are interacted with each other in a hazard function framework. Estimation is done using data from the NLSY. The main findings are such that a favorable change in the basic AFDC guarantee gives incentives to have a child, and incentives not to work. Impact of AFDC on changes in marital status is found to be insignificant. There is some evidence that the insignificant effect of AFDC on marriage probability is due to the interaction of work and childbearing decisions with the marriage decision. Cohort: Y.

503 GONUL, FUSUN. "Astructural and Structural Methods in the Estimation of Models of Labor Force Participation and Search Behavior." Ph.D. Dissertation, The Ohio State University, 1986.

This dissertation consists of three essays. The first is an attempt to determine whether or not unemployment and out of the labor force are distinct states. Waiting-time distributions are estimated using data from the NLSY, and the two states are tested for equivalence using a restricted sample where transitions between unemployment and out of the labor force are deleted due to insufficient information on beginning and ending dates of these passages. Then all the information in the data is included and the test is performed again with a special treatment of missing dates using an exponential Bessel function distribution that is developed by enumerating all possible transitions in the period with missing dates. Contrary to previous results, unemployment and out of the labor force are equivalent states for young men. However, they are not equivalent for young women. The second essay discusses the implications and various interpretations of a defective Gompertz-like hazard function widely employed by economists. A nondefective distribution is derived, the performance of both distributions is compared, and the predictive power of each distribution is analyzed. If the behavioral model under investigation mostly displays stayer characteristics, then the defective distribution can explain the immobility more parsimoniously than a nondefective one, and if the model mostly displays mover characteristics, then a nondefective distribution has more explanatory power than the defective one. The third essay builds a wealth maximization model of labor force participation in a nonstationary environment with layoffs and uncertain job offers. Given the structural parameter estimates, experiments are performed to ascertain the impact of changes in forcing variables on unemployment and employment duration. Cohort: Y.

504 GONUL, FUSUN. "Determining Whether Unemployment and Out-of-the-Labor Force are Distinct States." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

This report focuses on the question of whether or not unemployment and out-of-the-labor force are equivalent. It is shown, using data from the 1979 survey of the NLSY, that for males the two states are not distinct while for females the states are distinct. These findings raise serious questions about the meaning of official unemployment statistics. Cohort: Y.

505 GONUL, FUSUN. "Dynamic Labor Force Participation Decisions of Males in the Presence of Layoffs and Uncertain Job Offers." *Journal of Human Resources* 24,2 (Spring 1989): 195-220.

This paper presents a utility maximization model of workers who make decisions to work or not over a life time. When they work they earn wage income, when they do not work they have leisure time but earn no income. The objective is to maximize the presented discounted value of utility arising from the participation decisions. In addition to duration probabilities, state dependence enters the model by the existence of a different risk while working, namely, the dismissal risk, than the one while not working, namely, the possibility of no job offers. The method used in solving and estimating this problem is to embed a dynamic programming algorithm within a maximum likelihood routine. The data are from the NLSY. Given the structural parameter estimates, experiments are performed to ascertain the impact of changes in forcing variables on unemployment and employment duration. Cohort: Y.

506 GOODWIN, LEONARD. "Poor Youth and Employment: A Social Psychological Perspective." *Youth and Society* 11 (March 1979):311-51.

This paper researches nonemployment of poor youth and its psychological impacts. The results illustrate high unemployment rates for poor youth. Youth programs such as supported work demonstration projects show that work effort increases markedly; however, this activity tends to decrease over time as the youths leave the programs and have to make their way in the regular labor market. In addition, loss of employment bears a negative psychological impact which discourages poor persons from further work effort. Such discouragement may underlie the findings of Becker and Hills (1979) and Corcoran (1979) that low employment during the teenage years seems to affect negatively the subsequent earnings of black teenaged males and the short term employment rate and longer-term earnings of poor teenaged women. Cohort: B.

507 GORDON, HOGAN. "The Role of Part-time Jobs in the Labor Supply Choices of Young Women." Ph.D. Dissertation, The University of Wisconsin - Madison, 1987.

This dissertation examines young women's weekly hours choices with models in which part-time jobs may pay lower wages than full-time jobs for someone with equal qualifications, using data from the NLS of Young Women. In part one, data on a cross-section of married women from the 1973 survey are used to estimate the determinants of the choice between part-time work, full-time work and not working, and the full-time/part-time wage differential. A binomial probit model of the part-time/full-time choice, and trinomial probit and logit models, which add the choice not to work, are each estimated and used to correct for selection bias in the wage equations. All three models predict that the part-time wage available to the average married woman is much lower than the full-time wage. Blacks and Southerners have especially poor part-time opportunities. The magnitude of the predicted wage differential is quite sensitive to the distributional assumptions of the model. In part two, event history analysis is used to analyze the determinants of transitions between full-time jobs, part-time jobs, and spells of nonwork for a sample of women just entering the labor market, followed for up to two years. Controlling for observed characteristics, the rate of exit from part-time jobs is twice as high as the rate of exit from full-time jobs. The exit rate from full-time work to nonwork declines steadily with spell duration, while the exit rate from part-time work to nonwork falls and then rises. These results support the hypothesis that part-time jobs offer lower wages, and less wage growth. While part-time jobs more easily accommodate the care of young children, there is only modest evidence that full-time workers move to part-time jobs after a birth. Full-time workers leave their jobs at a much higher rate close to childbirth, but almost always exit to nonwork. Mothers of children less than one rarely take a job, but the few who do work are more likely than others to take a part-time job. [UMI AGD88-00361-8807] Cohort: G.

508 GOTTFREDSON, LINDA S. "Aspiration-Job Match: Age Trends in a Large, Nationally Representative Sample of Young White Men." *Journal of Counseling Psychology* 26 (1979):319-328.

Age trends in the match between vocational aspirations and actual jobs were studied, in a nationally representative sample of 3,730 white men 16-28 years old who were interviewed yearly over a 5-year period. As the men aged, higher agreement between jobs and aspirations (classified according to Holland's typology) occurred. In addition, the distributions of both aspirations and actual jobs differed with age. Larger proportions of the older men were engaged in enterprising work, and the distribution of aspirations, which at age 16 diverged markedly from the distribution of jobs, resembled that distribution more closely by age 28. Implications for changing strategies of vocational counseling and research are discussed. Cohort: B.

509 GOTTFREDSON, LINDA S. "Change and Development in Careers." Final Report, National Institute of Education, Baltimore: Johns Hopkins University, 1980.

Sociological and psychological approaches are important in explaining why people end up with different occupations, but the two traditions continue to develop separately, stressing different issues and ways of looking at the occupational world. These differences can be summarized by saying that sociologists focus on vertical differences among jobs and psychologists on horizontal differences. One objective of this volume is to make a case for using both dimensions of jobs when studying career development. Another feature of this volume is to study the development and change in careers. Three types of changes can be identified: (1) changes in jobs and behavior that occur as people mature and age (developmental change): (2) culture changes that alter the opportunities and attitudes of people born at different times in history (cultural change resulting in cohort differences); and (3) changes in environment that affect the opportunities and behavior of many people currently in the labor market (differences because of period in time that may affect many cohorts or ages). Cohort: B G M W.

510 GOTTFREDSON, LINDA S. and BECKER, HENRY J. "A Challenge to Vocational Psychology: How Important are Aspirations in Determining Career Development?" *Journal of Vocational Behavior* 18 (April 1981):121-37.

This study assesses the relative importance of previous aspirations and previous jobs in determining later jobs held. The results supported the hypotheses that: (1) men more often achieve congruence between their aspiration and their field of employment by changing aspirations to match the job rather than vice versa; and (2) aspirations for field of work generally are not as useful as actual job field for predicting the field of jobs held 1 to 5 years later. In addition, middle-class young men were no more able to attain their aspirations either for field of employment or for status level of occupation than were lower-class male youths. Cohort: B.

511 GOTTFREDSON, LINDA S. and BROWN, VICKY C. "Occupational Differentiation among White Men in the First Decade after High School." *Journal of Vocational Behavior* 19 (December 1981):251-89.

Results from an examination of the rate at which occupational differentiation proceeds among young white men (16-28) suggest that the rate of labor force participation stabilizes in the early twenties, differentiation among men by education and the distribution of men among different broad levels and fields of work stabilizes by the mid twenties, and the sorting of men with different socioeconomic backgrounds into different occupational groups continues through the late twenties at which age it appears to have been largely completed. Although socioeconomic background helps to differentiate men in various fields and levels of work, academic achievement is the major dimension by which men are sorted. Cohort: B.

512 GOTTSCHALK, PETER. "Correlations Between Mothers' and Daughters' Welfare Experiences." Working Paper, Institute for Research on Poverty, 1989.

This report describes the previous work on intergenerational correlation of welfare experiences of mothers and daughters and presents new evidence based on the NLSY. Previous studies artificially limited the time period over which mothers and daughters were observed by focusing on the mothers' and daughters' experience during limited windows during the beginning and end of the survey. The descriptive duration tables and multivariate equations presented in this report overcome this drawback by using all the information in the survey. The results show a strong degree of correlation between mothers' and daughters' welfare experiences. The daughters of mothers who received assistance were more likely to have a child at every given age and were much more likely to start an AFDC spell after the birth of their first child. The facts presented are consistent with two competing theories - daughters may have experiences similar to their mothers' because they face similar constraints or because tastes or information are passed from one generation to the next. Since these two theories have very different policy implications, this study is only an intermediate step in the study of intergenerational welfare dependency. Cohort: Y.

513 GOTTSCHALK, PETER. "Earnings Mobility of Primary Earners." Final Report, Employment and Training Administration, U.S. Department of Labor, 1980.

Data from five cohorts of the NLS were used to determine the degree of earnings mobility in the lower tail of the earnings distribution. The study documents that a substantial proportion of the low earnings population was immobile. Two major policy conclusions result from this study. First, there is a demonstrated need for programs for the chronically underemployed. Earnings poverty is more than a transitory or life-cycle phenomenon. Likewise, it is a problem that affects more people than the stereotypical teenager, ex-offender or welfare mother. Second, programs should be targeted at people with histories of low earnings over more than one year. However, if long work histories are not available it is better to target programs on people with recent low earnings than to use other attributes such as race, region or educational attainment as proxies to identify the long-term earnings poor. Cohort: B G M W Y.

514 GOTTSCHALK, PETER. "Earnings Mobility: Permanent Change or Transitory Fluctuations?" *Review of Economics and Statistics* 64 (August 1982):450-456.

Analysis of always married, middle-aged males indicates that a considerable amount of variability in measured earnings reflects transitory variation. When these transitory fluctuations are eliminated, 43 percent of the persons with low earnings in a random year are seen to have low earnings in all of six years. This indicates a good deal of permanence within the low earnings population. Mobility patterns are found to vary with the person's place in the earnings distribution. The greatest amount of transitory variation in earnings is seen to have been experienced by those at the top and the bottom of the earnings distribution. Examination of demographic characteristics indicates that being non-white, older, having low education, or living in the Southern United States or outside an SMSA all increase the probability of having permanently low earnings more than they increase the probability of having temporarily low earnings. Households with a husband receiving permanently low earnings are seen to have been more unlikely to have a wife or other member working, and are more likely to receive public assistance. However, these other sources of income are not found to be sufficient to compensate for the head's low earnings in many cases. Cohort: W.

515 GOYDER, JOHN C. "Income Differences Between the Sexes: Findings from a National Canadian Survey." *Canadian Review of Sociology and Anthropology* 18 (1981):321-342.

Data from a recent national Canadian survey are used to address the question of income differences between working males and females. The proportion of the inequality attributable to interruptions in the female work career is estimated, along with the importance of factors such as education, occupational SES, and hours worked per year. Actual (before adjustments) income inequality between males and females is found to be less in Canada than in comparable American data. This difference is found to be understandable in terms of the factors included in the model of income attainment rather than the level of residual discrimination against female workers in the two societies. The income difference by gender among nativity and language minorities in Canada is examined, and it is shown that the inequality between the sexes is smaller among French-speaking Canadians than among others. Cohort: M W.

516 GRANT, BRIDGET F.; HARFORD, THOMAS C.; GRIGSON, M. BETH. "Stability of Alcohol-Consumption Among Youth - A National Longitudinal Study." *Journal of Studies on Alcohol* 49,3 (1988): 253-260.

Using data from the NLSY, this study examines patterns of alcohol use during 1982 and 1983 among young adults. Changes in the incidence, remission, age chronicity, and abstinence of two groups of consumers were analyzed. It was found that: (1) consumption levels for each group increased between the ages of 17 and 22 but thereafter declined; (2) there was continuity of drinking behavior over time; and (3) important sex and age differences were observed in the various factors studied. Cohort: Y.

517 GRASSO, JOHN T. "The Contributions of Vocational Education Training and Work Experience to the Early Career Achievements of Young Men." Ph.D. Dissertation, The Ohio State University, 1975.

The study of non-college-attending, male high school graduates examines vocational, general and college preparatory high school curricula and certain post-school training opportunities to uncover differences in their effectiveness, either alone or in conjunction with post-school programs, in preparing youth for careers. Based on data from the NLS of Young Men 1966-69, the following serve as criterion measures in a multivariate framework: a general occupational information test, attitudes toward adequacy of preparation, participation in post-school training, skill level of jobs, wages, measures of career potential, overall job satisfaction, and unemployment experience. Multiple regression is used to identify and measure the net effects of educational and training variables by controlling statistically for other influences, with separate analyses conducted for white and black youth. The empirical findings reported and discussed for each criterion measure are summarized and provide the basis for specific conclusions which do not support the view that vocational education at the secondary level is superior preparation for the world of work. Four major implications for secondary education are drawn from the findings. A 14-page bibliography, a discussion of statistical tests of the significance of intergroup differences in regression, and tabulated regression results are appended. Cohort: B.

518 GRASSO, JOHN T. "Documentation of Statistical Data Sets: The Case of the National Longitudinal Surveys." Presented: New York, Workshop on Documentation of Large Machine Readable Data Sets, National Bureau of Economic Research, 1974.

Following a general description of the NLS files, this paper examines various problems encountered in the pre-existing documentation and concludes with a description of current efforts to improve the documentation of this kind of social science data file. Cohort: B G M W.

519 GRASSO, JOHN T. "On the Declining Labor Market Value of Schooling." Presented: New York, American Educational Research Association Meeting, 1977.

This paper reviews existing work and presents new analyses on changes in the labor market effects of higher education. Attention was devoted principally to the work of Margaret Gordon and Richard Freeman in order to gain perspective on recent changes in college-labor market effects. Reanalyses of published data from the Current Population Reports as well as analysis of microdata from the NLS lead to new and consistent findings. Results indicate: (1) declines in relative earnings among new labor market entrants as a group; and (2) declines in relative earnings among older and more experienced college graduates. Results do not support the hypothesis that a recent oversupply of college graduates has led to declines in relative earnings among new college graduates. Cohort: B.

520 GRASSO, JOHN T. "Vocational Education, Training, and Job Skills for Youth." Presented: San Francisco, American Educational Research Association Meeting, 1976.

This is a report of research concerning the role of high school education in preparing youth for the world of work. Its undertaking is related to many events in the past fifteen years: the persistence of high rates of youth unemployment, even during relatively good economic times; the passage of major legislation at the national level on vocational education and training; and, of course, the inception of "career education." The relevance of findings of much existing research to policy questions is sharply circumscribed by limitations in the design, data and methodology of such studies. One example of a problem area involves comparing groups of youth with respect to earnings to determine the "payoff" to "investment" in vocational education. Not only can an emphasis on earnings lead to disregard for other important questions (and it appears that it has) but there are literally a host of complicating factors relevant to appraising results based on the first year's earnings of young persons. Using data from a national sample of youth, the analysis focuses on graduates of various high school curricula who did not continue their education with college. Specifically, data are examined with respect to: (1) their desires for additional training after having gained work experience; (2) the kinds of further training desired; (3) the actual acquisition of such training; and (4) the kinds of first jobs as well as subsequent jobs which were obtained by the youth. In the latter case, variables relating to jobs are based on several ratings of occupations. Cohort: B.

521 GRASSO, JOHN T. "Vocational Education, Training, and Work Experience as Investments for Youth." Presented: Princeton, Workshop on Current Research in Economics of Education, ETS & NBER, 1975.

This is a report on recent research on the career preparation and early career achievements of male high school graduates. This review raises questions on the conceptual and methodological differences between the NLS study and previous research. Restricting attention to the case of male high school graduates who did not attend college, the author examines three major means for the development of skills: (1) secondary education, including its several distinct curricula; (2) post-school training and learning opportunities of various kinds; and (3) informal training and learning associated with actual work experience. At the same time, the study explores facets of the labor market activities of the youth, using a series of measures of "success." Findings of the study relate primarily to questions concerning the relative effectiveness of the different means of preparation--individually and in combination. Thus, the scope of the study permits comparisons to previous research which utilize cost-benefit analysis to ascertain the effectiveness of vocational education. A brief overview of recent cost-benefit studies is presented. Cohort: B.

522 GRASSO, JOHN T. and KOHEN, ANDREW I. "The National Longitudinal Surveys' Data Processing System." In: *The Survey of Income and Program Participation: Proceedings of the Workshop on Data Processing*, D. Kasprzyk, et.al., eds., U.S. Department of Health, Education, & Welfare, 1978 .

This paper discusses some important aspects of experience gained from the NLS project in an effort to assist planners of the new Survey of Income and Program Participation (SIPP). Reviewed are the dilemmas inherent in managing a large-scale, complex data base and coordinating a project whose responsibilities are split among several geographically distant agencies. The review provides details on the impact of staff turnover, staffing expertise, internal organizational design and management decisions on significant aspects of the NLS survey design and data processing tasks and concludes with specific suggestions and recommendations for the implementation of SIPP. Cohort: B G M W Y.

523 GRASSO, JOHN T. and SHEA, JOHN R. "The Effects of High School Curriculum on Age-Earnings Profiles." Proceedings of the Social Statistics Section, American Statistical Association (1972):265-70.

Within a multivariate framework this paper examines the relationship between high school curriculum and one important indicator of labor market success, hourly rate of pay subsequent to graduation. In view of our failure to find a statistically significant difference in starting wages for any curriculum group, for either whites or blacks, it appears that the vocational high school curriculum per se does not provide skills which lead to immediate market advantages. Cohort: B.

524 GRASSO, JOHN T. and SHEA, JOHN R. "Effects of Vocational Education Programs: Research Findings and Issues." In: *The Planning Papers for the Vocational Education Study*, Washington, D.C.: National Institute of Education, 1979.

This paper contains a review of available data and evidence from selected national surveys bearing upon vocational education issues. After a brief introduction to the national surveys, the identification of the high school curriculum of respondents is discussed, revealing shortcomings and weaknesses that have indeterminate effects upon findings based on these data. The case of female vocational students suggests that the vocational programs in high schools should be interpreted separately by sex. Findings presented on the high school students include curriculum differences in students' backgrounds and aptitudes, in attitudes toward school, in educational aspirations, in occupational goals, in occupational information, and on career development issues. This review includes topics concerning curricular effects in basic skills, on retention in high school, in transition to college and on educational attainment, and in acquisition of post-school training. Finally, the review discusses the effects of curriculum and training upon post-school labor market and psychological or attitudinal outcomes. Cohort: B G.

525 GRASSO, JOHN T. and SHEA, JOHN R. "Vocational Education and Training: Impact on Youth." Berkeley: Carnegie Council on Policy Studies in Higher Education, 1979.

The report examines: (1) choice of high school curriculum; (2) relations between curriculum, on the one hand, and aspirations, occupational information, and highest year of school completed on the other; (3) psychological reactions to the high school experience of those who have followed various tracks; and (4) the early labor market and further training experiences of former vocational students as compared with their general program peers with equivalent years of schooling (10-11; 12; 13-15). Multivariate techniques, including path analysis of the educational attainment process, are used extensively. The experience of men and women, blacks and whites, is treated separately. The analysis is based on data from the NLS of Young Men (1966-73) and Young Women(1968-72). Cohort: B G.

526 GREENSTEIN, THEODORE. "Social-Psychological Factors in Perinatal Labor-Force Participation." *Journal of Marriage and the Family* 48,3 (1986): 565-571.

Using data from the NLS of Young Women, this study analyzes eight years of panel data from 895 white married women, with husband present, who had a first birth prior to the 1978 interview. The purpose of this research was to investigate social-psychological factors that may affect exit from the labor force prior to the birth event and reentry following the birth event. Covariance analyses suggest: (1) that there is a large and statistically significant effect of attitude toward married women in the work force on labor-force participation throughout the perinatal period (women with more favorable attitudes were more likely to be in the labor force); and (2) that the effect of attitude toward married women in the work force on perinatal labor-force participation is stronger than that of proximity to the birth event, age, age at first marriage, husband's income, or education. Cohort: G.

527 GREENSTEIN, THEODORE and CLAYTON, KAREN J. "Labor Force Participation of Young Married Women." American Sociological Association, 1987.

Using panel data from the NLS of Young Women, the labor force participation of 1,747 white married females is examined from the time of first marriage until the birth of first child. Multiple regression analyses indicate that the factors having significant effects on labor force participation during this period (in order of magnitude of effects) are: husband's attitudes toward wife's labor force participation, wife's most recent income, wife's education, wife's age, premarital labor force experience, husband's current income, and wife's mother's work experience. Implications and suggestions for further research are discussed. [Sociological Abstracts, Inc.] Cohort: G.

528 GREGORY, PAUL R. "Educational Input and Fertility Response." Final Report, National Institute of Education, 1975.

This report summarizes the most important findings in a study designed to investigate the linkages between education and fertility in the United States. The basic hypothesis is that education will affect fertility and that fertility and marriage decisions will affect educational choice. Results indicate that a woman marrying and having her first child at age 16 will complete 3.5 fewer years education than a woman who never marries. Educational choice is significantly affected by the individual's socioeconomic status--as reflected in parents' education and occupation--and by attitudes towards housework and child care activities. The total cost of children, both explicit and implicit, varies not only with family size, but also with the timing of family formation. It is apparent that if child births are delayed until the mother has completed her formal education, then the foregone education costs of fertility will be minimal. Cohort: W.

529 GREGORY, PAUL R. and MOORE, WILLIAM J. "Earnings, Occupational Choice, and the Early Years of Family Formation, White and Black Women: A Study from the NLS." Report, Employment and Training Administration, U.S. Department of Labor, 1977.

This project emphasizes the impacts of children and economic variables upon the labor force participation, hours and weeks worked, occupational and educational choices, and market wages of young women (NLS Young Women, 14-24). We find that the presence of young children in the home has a more important impact on the labor supply of young married women than do standard economic variables and that the impact of children and economic variables such as wages and husband's income is greater for young than for the mature women NLS sample. As to market wages, we find that the presence of a child under three reduces market wages and results in a lifetime earnings loss equal to roughly two years earnings. We also find differential child effects on white and black wages. We find that occupational and educational choices of young women are strongly interrelated and are influenced by home environment and family assets. Comparisons of married and singles and whites and blacks reveal significant differences. Cohort: G.

530 GREGORY, PAUL R. and THOMAS, R. WILLIAM. "An Eclectic Model of Fertility: Economic, Attitudinal, and Demographic Factors." Fertility, Education, and Labor Force Project, Working Paper #1, Houston, TX: University of Houston, 1975.

The authors examine fertility determinants of married women (30-44) with spouse present. First, findings show economic variables are significant; however, non-economic variables dominate the explanation of variation in complete fertility. Second, evidence is lacking of a strong positive income effect on complete family size; however, there is substantial evidence of price effects on fertility. Third, wife's age at marriage is the single most important factor in the analysis, and attitudes toward children have a substantial effect. Finally, being black has an impact on family size in that blacks have more children. The hypothesis that completed family size varies directly with relative intergenerational income is not supported by the results. Cohort: W.

531 GREGORY, PAUL R. and THOMAS, R. WILLIAM. "The Economics of Fertility, Educational Choice and Labor Force Behavior." Draft of National Institute of Education Monograph, 1976.

This monograph summarizes the findings of the investigation of the relationships among family size, educational choice, marital patterns, and labor force behavior of American women between the ages of 30 to 44 in 1967. This study, which concentrates on the linkages between fertility and other aspects of household activity, seeks to integrate models of fertility and home and market activities into a comprehensive model of household behavior. To this end, we attempt to develop a household behavior model which reveals the simultaneous linkages among family size, education of parents and children, female earnings patterns, the timing of marriage, and the allocation of time for working, caring for children, and other activities. Cohort: W.

532 GREGORY, PAUL R. and THOMAS, R. WILLIAM. "The Fertility Behavior of Black and White Families: Some Evidence from the NLS." Fertility, Education, and Labor Force Project, Working Paper #2, Houston, TX: University of Houston, 1975.

This analysis estimates separate black-white models of fertility using an expanded version of the Chicago-Columbia fertility model. Attitudes toward children (ATC) do not significantly affect black families; however, white families with positive ATC have larger families than those with negative ATCs. The husband's education exerts little effect on black fertility; however, it exerts a strong negative impact on white fertility. For couples without children, involuntary sterility and lack of contraception have a greater incidence among blacks. Income also plays a more important role in determining blacks not having children than black family size. Finally, black-white endowments account for close to one half of the differential; coefficient difference and an unexplained residual accounts for the remainder. This finding suggests that if blacks were to achieve economic parity with whites, only one half of the fertility differential would disappear. Cohort: W.

533 GREGORY, PAUL R. and THOMAS, R. WILLIAM. "A Model of Educational Choice Responses to Economic, Attitudinal, and Family Responsibility Factors." Fertility, Education, and Labor Force Project, Working Paper #3. Houston, TX: University of Houston, N. D.

This paper examines the impact of socioeconomic background, attitudes, and family responsibilities on the educational choices of women. Women who undertake family responsibilities early in life tend to sacrifice education and acquisition of human capital. Striking differences occur when comparing black and white educational choice models: (1) rural blacks acquire one year less education than rural whites; (2) different black-white attitudes exist toward children: (3) the black model fails to be affected by the father's occupation; (4) black females' education is retarded more by early births and less by early marriage than is white female education; and (5) parent's education has similar effects on both black and white educational choice. Cohort: W.

534 GREGORY, PAUL R.; THOMAS, R. WILLIAM; MOORE, WILLIAM J. "Relationship Between Fertility and Labor Participation of Married Women, White and Black Women." Final Report, Employment and Training Administration, U.S. Department of Labor, 1976.

The report contains results of a study of the impact of fertility (number of children and child spacing) on the labor force participation, labor supply, and hourly earnings of married women 30-44 in 1967. Literature surveys are included. The data source is the NLS of Mature Women. Regression models (OLS and Probit) of labor force participation, hours (weeks) worked, lifetime labor supply, and hourly earnings are estimated for white and black samples to determine the impacts of children, attitudinal and socioeconomic variables on labor supply and earnings. The sources of the black earnings differential are analyzed. Cohort: W.

535 GRIFFITH, JEANNE E. "Unemployment, Occupational Mobility, and Retirement: A Survey of Policies and Experiences." Ph.D. Dissertation, Johns Hopkins University, 1984.

This dissertation examines the relationships among late-life unemployment, occupational mobility, timing of retirement, and financial need following retirement, using data from the NLS Older Men's cohort. The major hypotheses tested were that: (1) late-life unemployment leads to a long-term reduction in status and income; (2) late-life unemployment and declines in occupational status reduce the age of retirement; and (3) late-life unemployment and declines in occupational status increase income needs following retirement. The findings concerning the effects of unemployment were consistent and strong for the white men in the sample. Unemployment led to reduced occupational status and income even at the end of men's careers. For the most part, men with recent unemployment experiences had higher probabilities of retirement in their early sixties, and a substantially greater probability of receiving post-retirement public assistance income. Unemployed men, however, showed a much lower probability of working after they retired, probably as a result of prior negative labor force experiences. The hypothesized effects of changes in status were not supported by this analysis, with the sole exception that men with preretirement increases in status were much less likely to work following retirement and, conversely, those with decreases in status were more likely to work. Floor effects operating on the observed behaviors for the population of older black men are suggested to account for the racial differences in results. Policy implications suggest the need for much greater attention to the interplay among manpower, income security, and retirement policies. Attention must be paid to how older workers and their families are affected by rapidly changing conditions often beyond their control. Cohort: M.

536 GRILICHES, ZVI. "Earnings of Very Young Men." In: *Income Distribution and Economic Inequality*, Z. Griliches, et al., eds., New York: Wiley & Sons, 1978.

This study replicates the author's earlier (1976) results on newer data from the NLS of Young Men, discusses the distribution of earnings as opposed to wage rates, and outlines a model for the analysis of time series on individuals. The effect of schooling on wage rates is far stronger than is the effect of IQ, and this difference is even stronger when the effects of these two variables on earnings are considered. Only half of the observed variance in completed schooling is explained by family background and IQ, so other forces affecting schooling remain to be identified. In the late 1960s, young black men were completing more schooling than white of similar background and ability. Cohort: B.

537 GRILICHES, ZVI. "Estimating the Returns to Schooling: Some Econometric Problems." *Econometrica* 45 (January 1977):1-22.

This study surveys various econometric issues that arise in estimating a relationship between the logarithm of earnings, schooling, and other variables and focuses on the problem of "ability" as an omitted variable. The paper shows that in optimizing models the "ability bias" need not be positive. Using recent analyses from the NLS of Young Men, when schooling is treated symmetrically, is allowed to be subject to errors of measurement, and is correlated with the disturbance term, the usual conclusion of a significantly positive "ability bias" in the estimated schooling coefficients is not supported and possibly even reversed. Cohort: B.

538 GRILICHES, ZVI. "Expectations, Realizations, and the Aging of Young Men." Harvard Institute of Economic Research, Discussion Paper 710, 1979. Also in: *Research in Labor Economics* 3 (1980): 1-21.

This paper exploits the fact that educational and occupational expectations were asked in the NLS, and that by 1975 a significant fraction of this cohort had actually reached the point at which the success of their forecasts could be evaluated ex post. It was hoped that this work would indicate how good are such expectations and what they can tell us about the unmeasured aspects of the individuals. Unfortunately, the following data and sample design problems were encountered: (1) the sample turned out to be smaller than originally expected; and (2) the educational expectations question was asked only of those still in school, about one-third of the total. The major findings of this study are: (1) the quality of such expectations is not impressive. The R2 between expected and actual schooling (for those with valid expectations) was 0.47 and between expected occupation in 1966 and actual in 1975 less than 0.25; (2) even though unimpressive as far as accuracy of forecasting is concerned, these expectations were close to being rational, in the sense that it is difficult to improve on them by using variables that were known to the respondents as of 1966; and (3) constructing an alternative occupational scale and reweighting the observations made little difference to the results. Cohort: B.

539 GRILICHES, ZVI. "Schooling Interruption, Work While in School and the Returns from Schooling." *Scandinavian Journal of Economics* (1980):291-303.

Recent suggestions for expanding the work experiences of school age youth make sense only if such experiences are in fact valuable or can be had at little real cost. These issues are explored using data form the NLS of Young Men, focusing on the effects of school interruption and of work while in school on subsequent wage rates. While the interpretation of the results is clouded by self-selection problems, there is no evidence in the data that interruptions or work while in school lead to any negative effects. Expanding work opportunities for the young is unlikely to detract from their future academic and economic achievement. Cohort: B.

540 GRILICHES, ZVI. "Sibling Models and Data in Economics: Beginnings of a Survey." *Journal of Political Economy* 87 (October 1979):537-564.

This paper reviews a number of recent studies of the income-schooling-ability nexus using sibling data and discusses the problem of identification in such studies. Special emphasis is placed on the role of errors in variables, concluding that modest error levels can account for much of the observed difference between total and within-family estimates of returns to schooling. It also suggests that the family may not contribute as much to the transmission of inequality as is commonly thought, since it is a force for equality within (among siblings). Cohort: B.

541 GRILICHES, ZVI. "Wages of Very Young Men." *Journal of Political Economy* 84 (August 1976):S69-S85.

The purpose of this paper is to replicate the results of an earlier study of "Education, Income, and Ability" (Griliches and Mason 1972) on a new set of data, the NLS of Young Men, focusing on the estimation of economic returns to school in the presence of individual differences in ability, errors in variables in the ability measures and the endogeneity of the schooling variable. The major conclusions are: (1) the treatment of "experience" matters. Using estimated experience instead of age changes the relative size of the estimated "ability bias"; (2) this bias is quite small, on the order of .01; (3) the contribution of the ability measures to the fit of the equation is miniscule; (4) family background variables are not significant on top of the schooling and ability variables, and (5) allowing for the endogeneity of schooling raises its coefficient significantly. There is no evidence of a "net" ability bias when the estimation method treats schooling and experience symmetrically with test scores. Cohort: B.

542 GRILICHES, ZVI; HALL, BRONWYN H.; HAUSMAN, JERRY A. "Missing Data and Self-Selection in Large Panels." *Annales de l'INSEE* 30-31 (April-September 1978):137-76.

Two problems which occur in analyzing large panels of cross section data are considered: missing data and self-selection. In the case of randomly missing data, using only the complete data subsample results in unbiased but inefficient estimates. We demonstrate that in large panels the efficiency gains from using efficient methods are likely to be quite small. For non-random missing data, we present a methodology which corrects for the bias which occurs if only the complete data subsample is used. Lastly, we formulate and estimate a model where the missing data arises from self-selection in the decision to remain in school. Using the NLS of Young Men, we find that accounting for self-selection increases the estimated returns to schooling by 50%. Cohort: B.

543 GRILICHES, ZVI and YATCHEW, ADONIS. "Sample Selection Bias and Endogeneity in the Estimation of a Wage Equation: An Alternative Specification." *Annales de l'INSEE* 43 (July-September 1981): 35-46.

This paper re-estimates a model previously estimated by Griliches, Hall, and Hausman in order to determine the effects of introducing additional information. The model contains a wage equation, together with two equations that determine the observed level of schooling. Schooling appears endogenously in the wage equation. Furthermore, account is taken of the sample selection problem that arises because some members of the sample are still in school, so that their wage and desired schooling levels are not observed. The results correspond closely to those previously obtained by Griliches, Hall, and Hausman. Cohort: B.

544 GRUBBS, TERESA J. "Child Care and the Employment of Mothers: Evidence from the National Longitudinal Survey of Youth." Ph.D. Dissertation, University of Maryland - College Park, 1989.

This dissertation addresses four major shortcomings in the literature on cost of work and on the effect of child care expenditure on women's work effort. The previous literature has assumed costs associated with child care expenditure are either fixed or variable, rather than testing the nature of the costs. The bias associated with missing data on child care expenditures for non-participants has not been addressed. Using Heckman's (1979) methodology, this study addresses this. The endogenity of child care expenditures in a model of hours of work will be considered. Finally, the effects of actual expenditures, as well as the effects of family composition, on mother's labor force participation and labor supply will be explored. Empirical implementation of a simultaneous model of child care expenditures, the decision to work, and the hours supplied is crucial to evaluating proposals for government subsidy of child care. Advocates of employment-oriented day care believe the government can take a role in promoting full employment and family self-sufficiency by subsidizing custodial day care slots for children or by providing subsidies to parents in the form of vouchers or tax credits. The rational for providing such assistance lies in lessening the work disincentive effect of high cost child care. Using data from the 1982-1986 panels of the NLSY, this dissertation clarifies the effect of child care expenditure on women's work effort. Cohort: Y.

545 GUSTAFSON, THOMAS A. "The Retirement Decision of Older Men: An Empirical Analysis." Final Report, Employment and Training Administration, U.S. Department of Labor, 1982.

This study explores the sensitivity of estimates of the probability of retirement to variations in empirical specifications. An evaluation of the recent microeconomic literature relating to the retirement decision and to the labor supply of older workers stresses the wide divergence of results from different studies, including a controversy about the relative roles of bad health and retirement benefits in explaining the decision to retire. This study uses a simple theoretical and empirical model of the retirement decision, viewed as a binary choice. Various possible definitions of both dependent and independent variables are explored in detail. The model is estimated with a number of variations in the empirical specification using the sample of Older Men from the NLS. These variations include different formulations of the key variables, corrections for selectivity bias, and use of sub-samples of different demographic groups. The study concludes that both bad health and retirement benefits affect the retirement decision; this result is robust in the face of changes in specification. In contrast, a number of other variables hypothesized to be important, including the wage rate, do not consistently have much explanatory power. Cohort: M.

546 GUSTAFSON, THOMAS A. "The Retirement Decision of Older Men: An Empirical Analysis." Ph.D. Dissertation, Yale University, 1982.

This study explores the sensitivity of estimates of the probability of retirement to variations in empirical specifications. An evaluation of the recent microeconomic literature relating to the retirement decision and to the labor supply of older workers stresses the wide divergence of results from different studies, including a controversy about the relative roles of bad health and retirement benefits in explaining the decision to retire. This study uses a simple theoretical and empirical model of the retirement decision, viewed as a binary choice. Various possible definitions of both dependent and independent variables are explored in detail. The model is estimated with a number of variations in the empirical specification, using the sample of Older Men from the NLS. These variations include different formulations of the key variables, corrections for selectivity bias, and use of sub-samples of different demographic groups. The study concludes that both bad health and retirement benefits affect the retirement decision; this result is robust in the face of changes in specification. In contrast, a number of other variables hypothesized to be important, including the wage rate, do not consistently have much explanatory power. Cohort: M.

547 GUSTMAN, ALAN L. and STEINMEIER, THOMAS L. "The Relation between Vocational Training in High School and Economic Outcomes." *Industrial and Labor Relations Review* 36 (October 1982):73-87.

This paper examines the relationships between various economic outcomes and vocational training in high school for those who have completed exactly twelve years of schooling. The authors attempt to determine whether the findings remain robust when different surveys and time periods of analysis, different measures of the quality and kind of vocational training, and other variations in specifications are used. Using some samples with particular specifications, the authors find evidence of positive returns to vocational schooling. For white females enrolled in business programs the evidence is strongest. For white males the evidence is much weaker, but the authors do find that trade and industry courses may have a positive influence on subsequent yearly earnings. Sample sizes for minorities are small, and so the findings for them remain unclear. Within specific sex and race groups the findings vary, sometimes widely, depending on the samples, time periods, and dependent variables used and on the specification of the estimating equation. Cohort: B.

548 HAHN, ANDREW and FRIEDMAN, BARRY. "Did the CETA System Work for Disadvantaged Youth? An Overview of Program Impacts after Program Participation." In: *The CETA Youth Employment Record*, Report to the U.S. Department of Labor, 1983.

An analysis of comparison between the CETA group and a matched comparison group showed one consistent result: CETA youth worked less in unsubsidized jobs than their matched counterparts. A two part explanation is presented to account for this finding: (1) the unsubsidized work of the CETA group was low because of continuing subsidized work; (2) as subsidized jobs ended, unsubsidized jobs did not replace them immediately since they were found only slowly. The unsubsidized work of the CETA group consequently remained below that of their counterparts. One can surmise that the CETA group shortfall should be only temporary and that eventually unsubsidized jobs will be found, but this assumption remains to be tested when later NLSY interview waves become available. Also examined were the positive CETA effects for particular subgroups. No single pattern emerged for who gains, but findings include: (1) slightly more CETA youth enrolled in school in both follow up years; (2) total weeks worked was greater among CETA youth in 1979; (3) minority CETA participants who were in school in the follow up year worked more weeks of unsubsidized jobs than their matches in 1979 but not in 1980; (4) by 1980 more CETA young women (enrolled in school and working) worked than their counterparts in unsubsidized jobs; and (5) generally, the only unsubsidized employment variable for which a CETA advantage appeared is earnings per week. Cohort: Y.

549 HAIRE, JAMES BENTON. "An Investigation of Selected Sociopsychological Variables in Relation to the Traditional or Nontraditional Occupational Choices of Middle Age Women." Ph.D. Dissertation, Southern Illinois University at Carbondale, 1981.

This study attempted to identify the power of a small set of sociopsychological predictor variables and combine them into models which could demonstrate their relationship to an individual's choice of occupational strata. To accomplish this, the data were treated statistically using Pearson Moment-Coefficients of Correlation between measures of the independent and the dependent variables. Additionally, coefficients of multiple correlation were used to determine the value of independent variable combinations in the prediction of occupational choice strata. Data for this research were obtained from a cohort of 1203 women, 30 to 44 years of age who participated in the ten year NLS. Coefficients of correlation consistently yielded "insignificant or negligible" or "low" results. The conclusions of this study are that these selected variables should not be used either singly or in any combinations as the sole choice of predictors of occupational strata. This does not preclude the possibility of using them with some other independent variable or combination of variables. The results of this research demonstrate that the occupational choice process is far more complicated than can be accounted for by the predictor variables chosen. Cohort: W.

550 HALL, ROBERT E. and KASTEN, RICHARD A. "The Relative Occupational Success of Blacks and Whites." *Brookings Papers on Economic Activity* 3 (1973):781-95.

Within the labor market, blacks suffer relative to whites in two ways: first, blacks are less likely to have high-paying occupations than whites; and, second, within each occupation, they are paid less. The authors divide the total deficit in black earnings into components attributable to the occupational and wage dimensions. They find that they are approximately equal in size. They study the occupational component in detail, attempting to subdivide it into two parts; differences arising from the unequal treatment of blacks and whites in the labor market and differences arising from the unequal endowments of the two groups. Cohort: B.

551 HAMEL, HARVEY R. and GOLDBERG, MARVIN. "Wage Expectation." In: *Youth Unemployment and Minimum Wages*, Bulletin 1657, U.S. Department of Labor, 1970.

This chapter addresses teenagers' wage expectation using the Young Men's cohort of the NLS and also the Urban Employment Surveys of six U.S. cities. Both wages earned and wage expectations increase with age for both racial groups and are higher for whites than for other races. Contrary to the hypothesis of unreasonable expectations, the average wage expected by unemployed young men is, within any age-color group, lower than that for the employed. However, the proportion of unemployed teenage males willing to accept employment at a wage below $1.40 an hour (the minimum wage at that time) was less than the proportion of employed teenagers actually receiving less than $1.40, except among black and other races 15-17 years old. The tendency for wage expectations for most unemployed teenage groups to fall in the $1.40-$1.99 range to a greater extent than is true of wages received by employed teenagers suggests the possibility that expectations may be affected by the level of the minimum wage. For the 1517 year old group, wage expectations and wage levels received are about the same. Among the 18-19 year old group, however, wage expectations among unemployed whites are above the wage levels received by those employed. For blacks and other races in that age group, average age expectations and wages received are almost the same. Unemployed 18-19 year olds of both white and other races are less willing to take low wage jobs. It seems that the average wage expected by the unemployed teenager is below that received by those employed. The unemployed teenager appears, however, slightly disinclined to accept the lowest wage jobs compared, at least, with his employed counterpart. However, there are large numbers of teenagers, both unemployed and out of the labor force, who did indicate a willingness to accept low-wage employment--at least if the right job came along. Cohort: B.

552 HAN, KEE OK KIM. "Determinants of Choice of College Major among Women and Men: Comparisons of Cohorts in the Late 1960s and 1970s." Ph.D. Dissertation, University of Illinois at Urbana-Champaign, 1985.

The primary purpose of this study is to examine factors related to the choice of college major among young women. The study compares a cohort of women in the late 1970s with one in the late 1960s to explain the dramatic increase in the relative representation of women in nontraditional fields during the 1970s. This study also examines samples of men in the late 1960s and 1970s to analyze sex differences in the determinants of the choice of college major. The data are taken from three NLS cohorts: NLSY, Young Women, and Young Men. College major is specified as a function of aspirations for market work and home work and of personal characteristics such as family background, race, and attitudes toward women's roles. The equations are estimated by three statistical methods: (1) ordinary least squares (OLS); (2) multinomial logit maximum likelihood (MLML); and (3) trichotomous (or ordered) logit maximum likelihood (TLML). It is found that in the past, women from low income families and money-oriented women tended to choose male-dominated fields; today, however, women from high income families and those with aspirations for high earning occupations tend to choose nontraditional fields. Among women in the late 1960s, those who intended to be working at age 35 chose female-dominated fields, whereas a decade later work aspirations had no significant impact on choice of major field. In addition, family-related variables such as expectations of early marriage and high fertility are positively related to the choice of female-dominated fields among the older cohort, but not the younger cohort. Comparisons between males and females show a decrease in sex differences over time. In the older cohort, high family income influenced both women and men to choose college majors traditionally proper for their sexes; high family income in the younger cohort had an equal effect on both sexes toward male fields. In sum, the rapid increase in enrollment by women in male-dominated fields of study during the 1970s is explained in large part by their increased aspirations for better-paying occupations. This study clearly shows that the aspirations of today's women are changing toward nontraditional roles in the society. Cohort: B G Y.

553 HANNON, NATALIE RODKIN. "The Influence of Individual Factors, Economic Sector, and Sex Stereotyping on Women's Occupational Mobility and Status Attainment." Ph.D. Dissertation, Fordham University, 1986.

This study, using data from the Mature Women cohort, examines the relationship between human capital and structural variables on the status attainment of women and the extent of their intragenerational occupational mobility. Multiple regression is employed to assess the relative influence of the various factors on: whether a woman experiences upward or downward mobility or no mobility; the amounts of upward and downward mobility; and on status attainment. Defining mobility in terms of movement between the gross occupational categories, about one half of the women experienced intragenerational mobility; whereas about two-thirds of the women were mobile when mobility was defined as movement between deciles of a socioeconomic score based on detailed occupations. Compared with men, the women were more likely to experience no mobility, or to be downwardly mobile. The structural variables do a better job of explaining mobility and status attainment than do the individual variables. However, economic sector and sex-typing explained different proportions of the variance depending upon the dependent variable. For type of mobility, economic sector explained slightly more of the variance than sex stereotyping; for status attainment, the opposite was true. Almost all of the variance explained by the structural factors for amount of upward mobility was due to sex stereotyping; whereas sex stereotyping contributed almost nothing toward explaining downward mobility. Cohort: W.

554 HARDY, MELISSA A. "Effects of Education on Retirement Among White Male Wage-and-Salary Workers." *Sociology of Education* 57 (April 1984):84-98.

Education is generally recognized as a major determinant of occupational status, and its effect on career-entry positions as well as on subsequent locations within the occupational structure has been well documented in the status attainment literature. Using the more recent waves of the NLS of Older Men, this study focuses on labor force exits and examines the effect of education on retirement behavior. Results from a series of logistic estimations indicate that the net direct effect of educational attainment on the transition to a "retired" status primarily consists of discrete effects located within non-manual occupational categories. Having acquired a college degree reduces the likelihood of retirement among professional, technical, and kindred workers, and the presence of a high school diploma makes retirement less likely for sales and possibly clerical workers. Cohort: M.

555 HARDY, MELISSA A. "Job Characteristics and Health: Differential Impact on Benefit Entitlement." *Research on Aging* 4,4 (December 1982): 457-478.

This paper investigates the influence on eligibility criteria, current labor force participation, characteristics of current or last job, health, and age on the utilization of retirement benefits. Respondents were white males drawn from the 1975 wave of the National Longitudinal Survey of Older Men. Estimates from multinomial logit models indicate that more highly educated workers and self-employed workers were more likely than other workers to be employed at older ages, one reason being their flexibility in defining retirement options. Self-employed workers and workers with low job tenure and low net assets were likely to combine benefit income and earnings in a given year. Workers with reported health limitations appeared to be predisposed to retire when eligible for benefits, with such workers aged 63 and over more likely to be dependent on Social Security benefits only. [AgeLine] Cohort: M.

556 HARDY, MELISSA A. "Occupational Structure and Retirement." In: *Current Perspectives on Aging and the Life Course*, Zena Beau, ed., Greenwich, CT: JAI Press, 1985.

The research literature on retirement has generally identified OASI and pension benefits as the major "pull" factors and mandatory retirement and health limitations as the major "push" factors determining retirement behavior. Descriptive data analyses of older workers suggested occupational differences in retirement determinants, and retirement studies that incorporated some form of occupational distinction into the analysis indicated some variation in retirement behavior. The research reported in this chapter was undertaken with the aim of developing systematic evidence relevant to this issue. Information from the NLS of Older Men, from 1973, 1976 and 1978 was analyzed in order to examine determinants of retirement with respect to the question of variations by occupational category. A retirement model that included health limitations, compulsory retirement, second pension coverage, Duncan's index of socioeconomic status, education, job tenure, wage, and age-eligibility variables was estimated by means of a logistic regression procedure within occupational groups. Occupational differences in retirement patterns primarily involved the pension-related variables; however, the similarity in the patterns of effects suggested that, once retirement-age differences were controlled, the variables that influenced retirement behavior were fairly consistent across occupational category. Cohort: M.

557 HARDY, MELISSA A. "Racial Differences in Retirement." Presented: the Meetings of the American Sociological Association, 1984.

Determinants of retirement for older black wage-and-salary workers are examined to assess the extent of racial differences in retirement patterns and status. Using 1976 and 1978 data from the NLS of Older Men, retirement models for blacks and whites are compared. The major differences involve job tenure, joint policies of compulsory retirement and second pension coverage, and Duncan's index of SES-factors that influence the amount of retirement income. In general, private pension coverage is more important to whites; blacks appear to be more heavily influenced by factors that determine Social Security benefits. Cohort: M.

558 HARDY, MELISSA A. "Social Policy and Determinants of Retirement: A Longitudinal Analysis of Older White Males, 1969-1975." *Social Forces* 60 (June 1982):1103-1122.

This paper analyzed short-term changes in the retirement behavior of older white males. The 1969 to 1975 period straddles a major turning point in the Social Security system and allows examination of the hypothesis that older workers quickly respond to policy changes that alter their opportunity structures. Retirement is approached through labor supply, which allows maximum flexibility in analytic conception. Changes in the patterns of results during the 1969-1975 period reflect the interaction of the "pull" dynamic of liberalized benefits with other determinants of retirement behavior. The strongest shifts were observed for workers with health limitations and workers facing compulsory retirement but covered by second pensions. Cohort: M.

559 HARDY, MELISSA A. "The Structure of Retirement: A Longitudinal Study of Socioeconomic Factors that Influence the Retirement Decisions of Older Males." Ph.D. Dissertation, Indiana University, 1980.

This research attempts to integrate relevant theoretical perspectives and methodological techniques from economics into a sociological study of retirement behavior. The 1969, 1971, 1973 and 1975 waves of the NLS of Older Men are analyzed by means of both cross-sectional and longitudinal designs. The author looks at white males aged 45 to 59 in 1966 and, using alternative conceptualizations of retirement, places major emphasis on the influence of structural features that serve to organize the work experience of older men. Retirement is approached in two ways. First, it is approached through labor supply--that is, hours worked per year--which allows maximum flexibility in analytic conception of the retirement process. A generalized version of Tobit analysis is used to estimate these retirement models. Second, retirement is approached through several categorization schemes of labor force participation which are devised to capture major choices in work behavior. These models are estimated by binary and multinomial logit analyses. The analytic designs make use of both an age cohort structure (defined by ages of benefit eligibility) and a birth cohort structure. The author has argued that the retirement process is more complex than the simple choice of labor force participation or withdrawal. Instead, retirement denotes a kind of occupational status that involves different kinds of costs and rewards for different categories of workers. The attempts of older workers to maximize the benefits and minimize the costs of retirement are limited by the opportunity structures they face. Of the factors considered, health limitations and retirement policies have the strongest negative effects on the work activity of older men. The strongest positive effect is associated with self employment. Self-employed workers are more likely to be in the labor force working relatively demanding schedules; they are also more likely to be taking advantage of positions of quasi-retirement. The over time patterns of results suggest the importance of more general economic conditions and changes in Social Security legislation for work decisions. Cohort: M.

560 HARDY, MELISSA A. and PAVALKO, ELIZA K. "The Internal Structure of Self-Reported Health Measures Among Older Workers and Retirees." *Journal of Health and Social Behavior* 27,4 (December 1986): 346-357.

This study investigates the internal structure of the self-reported health measures available in the 1976 wave of the NLS of Older Men. In assessing the relationship between a measure of work-limitations and a set of health factors based on reports of specific symptoms, activity limitations and problematic work conditions, it was found that physical symptoms and activity limitations were especially strong predictors of reported health conditions that limit the respondent's ability to perform on the job. The mix of specific symptom/condition/activity limitations associated with reported work limitations differs not only by occupational category, but by retirement status as well, in that employed workers in lower blue-collar positions were less likely to report work limitations when they said they experienced several symptoms of weakness/fatigue or mobility restrictions. The authors interpret the results as supportive of the notion that the evaluative context invoked by a health question can influence the consistency of the health reports obtained from respondents. Cohort: M.

561 HARDY-HAZELRIGG, MELISSA A. "The Socio-Economic Structure of Retirement." Final Report, Assistant Secretary for Policy, Evaluation, and Research, U.S. Department of Labor, 1980.

The study investigates the retirement behavior of older males from 1969 to 1975 within the more general context of labor supply. Using the NLS of Older Men for 1969, 1971, 1973, 1975, labor supply models are estimated for all waves by Heckman's generalized version of Tobit analysis. The core variables in the analysis include health limitations, retirement policies of the work place, family composition, net family assets and hourly wage; measures of job status, education, employment sector, job tenure and unemployment are included as controls. Of the factors considered, health limitations and retirement policies of the work place had the strongest negative effect on the labor supply of older men; family composition variables and employment sector had strong positive effects in the older cohorts. The coordinated effects of compulsory retirement and relatively lucrative pension benefits as well as the existence of a health limitation also appear to interact with Social Security eligibility. The overtime patterns of results suggest the importance of more general economic conditions, prevailing economic trends, and changes in Social Security legislation for labor supply decisions. Cohort: M.

562 HARRIS, D. W. "Analysis of Youth Labor Force Transition Probabilities." Master's Thesis, Naval Postgraduate School, 1984.

Many of the enlisted supply research to date focuses on the transition of individuals from high school to the military. Little is known of those who have chosen other options, such as further education, employment, or to remain out of the labor force completely. With the decline of the 17-21 year old male population, research must be directed towards the entire labor market. This thesis uses data from the NLSY to estimate the transition probabilities among seven possible states for individuals aged 17-22. The states are high school, college, active service, employment full time, employment part time, unemployment, and out of the labor force. Tests are made to determine if the transition probabilities are stable across and independent of time. It was found that the system was generally stable across time but was not independent of age and labor force industry. [NTIS AD-A153-763-8-XAB] Cohort: Y.

563 HARRIS, ROBERT M. and HOLLINGSWORTH, DAVID K. "Locus of Control and Work Limitations of Handicapped Women." *Journal of Applied Rehabilitation Counseling* 11,1 (Spring 1980): 40-43.

Onset of a disabling condition whether it implies primacy or not usually brings with it a change in the person's perception of the environment. Traditionally, Rotter's locus of control has been used to describe an individual's psychological orientation to the environment. Studies which investigate the impact of disability on locus of control are all but lacking. This study investigates the relationships between women with work or activity limitations and their perception of personal and environmental control. Correlational and chi-square (contingency table) analysis are used to discuss the relationship. Cohort: W.

564 HARRISON, BENNETT and SUM, ANDREW. "Data Requirements for 'Dual' or 'Segmented' Labor Market Research." In: *Counting the Labor Force*, Appendix Volume I: Concepts and Data Needs. Washington, D. C.: U.S. Government Printing Office, 1980.

This paper reviews 10 major current and/or previously administered labor force, employment, and earnings surveys to assess the extent to which they collected data on the types of variables relevant to research on segmented labor markets. Cohort: B M.

565 HARRISON, SCOTT G. and WAITE, LINDA J. "Mature Women's Kin Availability and Contact." *Sociology and Social Research* 71,4 (July 1987): 266-270.

The frequency of contact that mature women have with their children, parents, siblings, and in-laws is examined based on data from the NLS of Mature Women, a longitudinal survey of approximately 5,000 females aged 30-44 in 1967 when the panel began. In 1981, the 3,677 respondents remaining (aged 44-59) were asked how often they had face-to-face or telephone contact with the different types of kin. A 7-point scale ranging from daily to never was used to measure frequency of contact. Respondents were most frequently in contact with their children, followed by parents, in-laws, and siblings. More than 95% of each subgroup who had kin were in contact with at least one kin member monthly. It is concluded that these findings may reduce the concern about a lack of family support among the next generation of elderly. [Sociological Abstracts, Inc.] Cohort: W.

566 HASHIMOTO, MASANORI. "Minimum Wage Effect on Training on the Job." *American Economic Review* 72 (December 1982): 1070-1087.

This paper examines the theoretical argument for the adverse minimum wage effects and presents empirical evidence on the effects of minimum wages on the training of young male workers. The author finds that an effective minimum wage diminishes training in two ways. First, to the extent that the minimum wage results in lost employment, it deprives the disemployed workers access to training. This outcome is a definite side effect of decreased employment caused by the minimum wage. Second, even those workers who manage to remain employed at wages near the minimum wage may experience a reduction in on-the-job training. The second effect is the primary focus of this study. The author concludes that there should be youth differentials of exemptions in the minimum wage rates. By allowing young workers to pay for their training by accepting reduced current wages, youth differentials would help to alleviate the adverse minimum wage effects on future earnings. Cohort: B.

567 HAURIN, DONALD R. "Women's Labor Market Reactions to Family Disruptions." *Review of Economics and Statistics* 71,1 (February 1989): 54-61.

This paper examines the impact of different types of household disruptions on women's labor supply. Utilizing data from the Mature Women's cohort (1979, 1981, and 1982) it was found that newly discovered or separated women increase their work hours more than do new widows. If a woman worked 960 hours in 1982, the increase in work time for those women recently divorced or separated is 540 hours while the estimate for widows indicates a slight decline in work time. Non-significant reactions are found if the women's husband reports a new health limitation or the husband suffers ten weeks or more of unemployment during the year. Cohort: W.

568 HAURIN, DONALD R. and HAURIN, R. JEAN. "The Migration of Youth and the Business Cycle: 1978 to 1984." *Economic Development Quarterly* 1,2 (May 1987): 162-169.

This study investigates whether the relocational choices of youth correspond to the business cycle, and identifies other correlates with relocation decisions. Analysis is based on a state's viewpoint and policy questions are evaluated in this context. The authors find that the migration of youth is highly cyclical and that in a downturn relative to the rest of the nation, a state can lose a substantial proportion of its youth, the group forming the next generation of a state's labor supply. The coordination of redevelopment goals calls for states to not only concentrate on attracting desired types of employers, but also on retaining a labor force with the appropriate skills. In particular, the study indicates that midwestern states which have recently focused on attracting "high-tech" industries have simultaneously lost their brightest and most highly motivated youth. Some support was found for the hypothesis that a state supported jobs program can tide youth over the downturn and raise their long-term retention probability. Cohort: Y.

569 HAURIN, DONALD R. and HAURIN, R. JEAN. "Net Migration, Unemployment, and the Business Cycle." *Journal of Regional Science* 28,2 (1988): 239-253.

An empirical test of the effects of exogenous shocks upon a region's population size is conducted in the framework of an equilibrium locational model. The model emphasizes the separation of endogenous from exogenous factors, a point omitted in most empirical studies of aggregate migration. Exogenous changes are manifested in the local relative cost of living and the local relative unemployment rate. Hypotheses are supported in analyses of data from both the NLSY as well as Census. Surprisingly, a simple measure of the size of a shock to a regional economy has the greatest explanatory power compared with more sophisticated measures based on prior business cycles. Cohort: Y.

570 HAURIN, DONALD R. and HAURIN, R. JEAN. "Youth Migration in Deindustrializing Regions of the U.S." Presented: Cambridge, U.K.: Regional Science Association Twenty-ninth European Congress, 1989.

Because youth are the most mobile cohort in the U.S., theories about the causes of migration are best tested upon this subgroup. The focus of this research is to analyze the causes of out-migration and return migration of youth in a region of the U.S. that is in the process of decreasing employment in its manufacturing sector and increasing employment in its service sector (the region is popularly known as the "rust belt"). There are three major topics in the research. The first extends previous work of the authors where the aggregate amount of out and net youth migration from a deindustrializing region in the U.S. is measured. Migration in each year (1979-1987) in this region is compared to that in a similarly sized area where manufacturing employment increased. Age specific migration rates are then compared to unemployment levels in each region, testing the hypothesis that aggregate youth net migration is a response to structural changes in the regional economy. The second topic uses micro data to analyze the determinants of a youth's length of stay in a region. The empirical model allows for censoring and for time-varying explanatory factors and thus, corresponds to the temporal sequence of the locational decision-making process of youth. Explanatory factors include a number of demographic descriptors, educational level, occupation, and industry. Also, a potential wage variable is created for four regions. Youth are hypothesized to migrate in response to either differences in the level of regional potential wages or changes in these differences. (Differences in the level of regional nominal wages may reflect differences in amenity levels such as climate, thus they would not induce migration. Changes in these differences are assumed to reflect structural changes in the economy of the regions. This work will test for both effects). The third topic uses the same micro data set to analyze remigration to the home (deindustrializing) region. Here, the authors attempt to identify the characteristics of youth that are correlated with a successful out-migration. The empirical model again uses duration methods for analysis. Utilizing data from the 1979-1987 NLSY, the authors test for the factors that affect the migration decision of youth and then compare these results with their model of the remigration decision of previous out-migrants. The application is to a deindustrializing region of the U.S. and the results are contrasted with those for a region of similar spatial size which experienced growth in manufacturing employment. Cohort: Y.

571 HAURIN, R. JEAN. "A Model of Educational Attainment from a Social Learning Perspective." Master's Thesis, The Ohio State University, 1985.

This paper develops a model of the individual educational attainment process using social learning theory as the framework. Hypotheses are developed concerning the influence of family background factors and significant others on educational achievement, aspirations, and educational attainment over a ten year period. Also considered are intervening life-cycle events such as marriage, fertility and military service which generally have not simultaneously been examined in previous research. Particular attention is devoted to sex differences in the educational attainment process. The model is empirically tested on nationally representative cohorts of males and females using two-stage least squares. The results provide support for the influence of the education of same-sex parent, income and parental encouragement as predicted by the social learning theory framework. However, further testing on data sets with greater detail on "significant other" relationships is advised. The results argue against using composites of parental characteristics. Mother's employment characteristics have little effect on the attainment process for either sex, while marriage and fertility events represent significant limitations only for females. Recommendations for future research include further development of attainment models for different race-gender groups. Particular attention should be given to investigating the impact of parental encouragement among these subgroups as well as to what differences in the educational attainment process obtain for youth from intact versus non-intact families. Cohort: B G.

572 HAURIN, R. JEAN and MOTT, FRANK L. "Adolescent Sexual Activity in the Family Context: The Impact of Older Siblings." Presented: Baltimore, MD: Annual Meeting of the Population Association of America, 1989.

This paper uses a subset of approximately 2,000 black and white sibling pairs identified from multiple-respondent households in the NLSY to examine the influence of an older sibling's age at first sexual intercourse upon the sexual initiation of a younger sibling, net of shared family background factors. Additional effects from an older sibling's early pregnancy or marriage are also investigated. Using a framework derived from social comparison theory, hypotheses relating to differences by gender-composition of the pair are tested using a two-stage failure-time model. Results provide evidence of a direct, but modest size older sibling effect for white, but not black youth. This effect is approximately equal in magnitude for same-and opposite-sex siblings. Little support is offered for the greater salience and association of sexual activity for brother-brother as compared to sister-sister pairs. Earlier than expected older sibling events such as marriage or pregnancy alter the impact of the older sibling's sexual activity on the behavior of a younger sibling only for younger males. Cohort: Y.

573 HAURIN, R. JEAN and MOTT, FRANK L. "Social Policy and Demographic Change: Trends in Survival for U.S. Males in the Years Preceding Retirement, 1966-1981." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1987.

Using data from the NLS of Older Men (1966-1981), this paper examines the extent to which survival prospects for men in the years immediately preceding the normal retirement age have been affected by the many changes in medical and health care and in Social Security retirement and disability provisions during the period. Hypotheses relating both to generalized improvements in survival probabilities and to the narrowing of survival differentials between population subgroups defined by socioeconomic, marital, health and employment status are tested. Results indicate that many of the traditionally evidenced differentials narrow or vanish over the period. Consistent with expectations, the greatest improvement in survival is evidenced for the retired, particularly those with health problems. The selective improvement in survival chances for this group is related to ongoing transitions in medical and health care as well as retirement trends in general. Cohort: M.

574 HAVEMAN, ROBERT H. and WOLFE, BARBARA L. "The Decline in Male Labor Force Participation: Comment." *Journal of Political Economy* 92,3 (1984): 532-541.

This article comments on Donald O. Parsons' "The Decline in Male Labor Force Participation" which concludes that the recent decline in labor force participation can be largely explained by the increased generosity of social welfare transfers, particularly Social Security disability payments. The magnitude of Parsons' estimate and its impact on the public debate over disability transfer policy require careful scrutiny of its basis. The authors describe Parsons' econometric model and construction of variables and test the robustness of Parsons' elasticity estimate by presenting alternative estimates based on corrections and extensions of his basic model. They conclude that Parsons' simulation says little about the causal relationships among these similar time-series patterns. Because of changes in the age composition of the labor force, labor market opportunities for older workers, the incidence of work-related impairments, the level of employment and earnings of spouses, the application of eligibility standards, and the coverage of private pensions, none of which are reflected in Parsons' simulation, his conclusion is unwarranted. Cohort: M.

575 HAWLEY, CLIFFORD B. and BIELBY, WILLIAM T. "Research Uses of the National Longitudinal Survey Data on Mature Women." In: *Women's Changing Roles at Home and on the Job.* Special Report No. 26, U.S. Department of Labor, 1978.

This report on the research uses of data gathered on Mature Women from the NLS has several purposes. First, the authors provide a comprehensive survey of the research that has utilized the panel data on the cohort of mature women. Second, comparisons are made of the research done on the content of the surveys in order to identify neglected research opportunities. Third, judgments are formed with respect to the direction of future research based on this data set. Cohort: W.

576 HAYES, JILL RADER. "Men in Female- and Male-Concentrated Occupations: A Comparative Analysis." Ph.D. Dissertation, The Ohio State University, 1984.

The study sought to determine what, if any, differentiating characteristics exist between men who enter atypical occupations compared with men who are employed in traditionally, male-concentrated occupations. The objectives were to examine whether the two groups differed in regard to: selected background characteristics, educational variables, current demographic variables, employment characteristics, job satisfaction/job attitudes, sex-role attitudes, and contribution to household work. Data from the NLS of Young Men were chosen for analysis. Female- and male-concentrated occupations were defined and resulted in a sample of 48 female-concentrated occupations with 171 respondents and 63 male-concentrated occupations with 181 respondents. Univariate methods of analysis were used to compare and contrast the groups with respect to 70 variables. Discriminant analysis was used on a selected group of 12 variables of the respondents' current characteristics. The results indicate that although there were differences between these samples, the groups were more alike than different. However, some of the lack of differences were helpful in providing empirical evidence which, for this sample, dispels some of the myths of anecdotal speculations and refutes some of the limited-sample findings of previous literature in the area. The males employed in female-concentrated occupations were not more likely than the males employed in male-concentrated occupations to have experienced "male-absence" or to have experienced "father loss." Valuable outputs of the study lie in its review of the literature, discussion of reasons males would want to enter or would not want to enter female-concentrated occupations, exploration of the measurement problems in the area, and its isolation of potentially significant variables for further study. The study concludes that the most important issue on pursuing investigations of occupational gender concentrations and individuals who enter cross-sex typed occupations is the development of methods to define and measure atypical or "nontraditional" occupations. Cohort: B.

577 HAYWARD, MARK D. "The Effects of the Work Role on Early Retirement." Presented: the Meetings of the American Sociological Association, 1984.

The influence of the occupational work role on the early retirement transition of older men is examined. Attention is focused both on the independent effects of work characteristics and on the extent to which these characteristics account for the effects of certain traditional determinants of early retirement. Using data from the NLS of Older Men and the Dictionary of Occupational Titles, a model of early retirement is specified in which two labor force continuation ratios reflecting dichotomous contrasts between early and late retirement are a function of major dimensions of the occupational work role (cognitive skill, manipulative skill, social skill, and physical and environmental demands), other job attributes (union membership, wage compulsory retirement regulations, and job tenure), and certain traditional explanatory factors (health, pension coverage). The results indicate that aspects of the occupational work role are major determinants of early retirement. Moreover, the findings suggest that when the nature of work is controlled, the influence of health increases while the effects of pension coverage decline. Past research may have overestimated the actual pecuniary influence of pension benefits while underestimating the influence of health limitations. Cohort: M.

578 HAYWARD, MARK D. "The Influence of Occupational Characteristics on Men's Early Retirement." *Social Forces* 64,4 (June 1986): 1032-1045.

This paper examines the influence of occupational characteristics on the early retirement of men, using data derived from the 1973-1981 interview waves of the NLS of Older Men. The results indicate that there is some age-grading of occupational "attractiveness" such that occupational characteristics gain or lose their direct salience for retirement depending on the age of incumbents. In addition, when the nature of work is controlled, the influence of pension coverage declines, suggesting that past research may have overestimated the pecuniary influence of pension benefits. Cohort: M.

579 HAYWARD, MARK D.; GRADY, WILLIAM R.; HARDY, MELISSA A. "Occupational Consequences for Men's Early Retirement." Seattle, WA: Battelle Human Affairs Research Center, 1985.

This study examines the consequences of the occupational work context for men's early retirement. The project consists of three major stages. The first stage focuses on the relationship between the nature of work in the occupation and the occupationally-based opportunity structure for older men's labor force participation. The intent is to identify those features of the occupational context that help define older men's opportunity structure. In the second stage of the project, the analysis focuses on the direct contributions of the occupational context to early retirement relative to traditional retirement determinants. The results indicate that while occupational characteristics are not the dominant force directly influencing early retirement, there is some age-grading of occupational effects such that both task and non-task occupational characteristics gain or lose their direct salience for retirement depending on the age of incumbents. Finally, in the third stage of the study, the analyses address whether the impact of traditional retirement determinants is shaped by the nature of the work. The analyses indicate that the occupation serves to structure the influence of several key determinants of early retirement--particularly the effects of health status and job tenure. In general, the results of this study substantiate the importance of considering the occupational context in analyses of men's early retirement. Cohort: M.

580 HAYWARD, MARK D.; GRADY, WILLIAM R.; HARDY, MELISSA A.; SOMMERS, DAVID. "Occupational Influences on Retirement, Disability and Death." *Demography* (Forthcoming).

This research examines the alternative mechanisms by which occupations influence the nature and timing of older men's labor force withdrawal. In particular, the authors assess the extent to which occupational factors operate directly and indirectly on exiting events and whether occupations augment or constrain traditional determinants of labor force participation. Based on a discrete-time hazards modeling approach, the results substantiate that the occupational task activities, substantive complexity and physical demands, are key elements of the work environment that are evaluated against the set of non-work alternatives. In the case of retirement, these aspects of occupational attractiveness function as a dominant and direct force in retirement decision-making. With regard to disability, the occupational attribute of substantive complexity operates as an indirect advantage (through higher wage rates) by reducing the risk of a disability exit. Indicators of career continuity also determine the rate of retirement among older workers. Finally, results suggest that financial characteristics and health problems are central to the distribution of older workers across the alternative destination statuses of retirement, disability and death. Cohort: M.

581 HAYWARD, MARK D.; GRADY, WILLIAM R.; HARDY, MELISSA A.; SOMMERS, DAVID. "Retirement, Disability and Death Among Older Men in the U.S.: The Influence of Occupation." Presented: Chicago, IL, Annual Meeting of the American Sociological Association, 1987.

This research examines the alternative mechanisms by which occupations influence the nature and timing of older men's labor force withdrawal. In particular, this research assesses the extent to which occupational factors operate directly and indirectly on exiting events and whether occupations augment or constrain traditional determinants of labor force participation. Based on a discrete-time hazards modeling approach, the results substantiate that the occupational task activities, substantive complexity and physical demands, are key elements of the work environment that are evaluated against the set of non-work alternatives. In the case of retirement, these aspects of occupational attractiveness function as a dominant and direct force in the retirement decision-making calculus. With regard to disability, these factors operate directly by defining vocational opportunities. Other occupational attributes such as mandatory retirement regulations and measures of career continuity also are key and direct determinants of the retirement decision. Cohort: M.

582 HAYWARD, MARK D. and GRADY, WILLIAM R. "The Worklife Patterns of a Cohort of Older Men in the U.S., 1966-1983." Presented: Baltimore, MD, Population Association of America Meetings, 1989.

Multivariate increment-decrement working life tables are estimated for a cohort of older men in the United States for the period 1966-1983. The approach taken allows multiple processes to be simultaneously incorporated into a single model, resulting in a more realistic portrayal of a cohort's labor force behavior. In addition, because the life table model is developed from multivariate hazard equations, we identify the net effects of sociodemographic characteristics on the potentially complex process by which the labor force career is ended. In contrast to the assumed homogeneity of previous working life table analyses, the present study shows marked differences in labor force mobility, and working the nonworking life expectancy according to occupation, class of worker, education, race, and marital status. Policy and substantive implications of these patterns are briefly discussed. Cohort: M.

583 HAYWARD, MARK D.; HARDY, MELISSA A.; GRADY, WILLIAM R. "Career Relinquishment Patterns Among Older Men in the United States." Presented: New York, the Meetings of the American Sociological Association, 1986.

This study investigates the influence of the occupational context and other sociodemographic characteristics on men's rates of retirement, disability, and death in the U.S. The intent is to identify career relinquishment processes for major subgroups in the labor market to more firmly ground current theory building attempts. Using a hazards model approach, the authors estimate a dynamic model of career relinquishment and identify the effects of occupations and sociodemographic factors on the three events marking the termination of the labor force career. Estimates from the hazards models were used to construct multi-decrement working life tables. The results allow quantification of, for a cohort of older men, the implications of the occupational context and sociodemographic factors in terms of the relative frequency of retirement, disability, and death, the pace of labor force withdrawal, and the number of years workers of a given age can anticipate being in the labor force. To provide substantive direction for future research, possible mechanisms which may explain the observed subgroup differences in withdrawal patterns are discussed. Cohort: M.

584 HAYWARD, MARK D. and HARDY, MELISSA A. "Early Retirement Processes Among Older Men: Occupational Differences." *Research on Aging* 7,4, (December 1985): 491-515.

This study examines the influence of the occupational context on early retirement, focusing on the ways in which the nature of work constrains early retirement processes. Using data from the NLS Older Men and the Dictionary of Occupational Titles, a model of early retirement is estimated within occupational job families where a job family is a cluster of occupations grouped according to major task dimensions. The findings indicate that the effects of certain traditional determinants of early retirement vary substantially across occupations, demonstrating that the labor force opportunities of older men are defined within an occupational context, and that the impact of individual and job characteristics relevant to the early retirement decision are shaped by the nature of work. Cohort: M.

585 HAYWARD, MARK D.; HARDY, MELISSA A.; GRADY, WILLIAM R. "Labor Force Withdrawal Patterns Among a Cohort of Older Men in the United States." *Social Science Quarterly* (Forthcoming).

This study identifies sociodemographic differences in men's rates of retirement, disability, and death and assesses the influence of social contextual factors on the labor force withdrawal process. Using a hazard-model approach, a dynamic model of labor force withdrawal is developed. Parameter estimates from the hazard models are then used to construct multiple decrement working life tables. The results allow us to quantify for a cohort of older men the implications of social contextual factors in terms of the relative frequency of retirement, disability, and death, the pace of labor force withdrawal, and the number of years workers of a given age can anticipate being in the labor force. Cohort: M.

586 HEATH, JULIA and KIKER, B.F. "An Econometric Analysis of the Determinants of Poverty Spells Following Divorce." (Forthcoming). Cohort: W.

587 HECKMAN, JAMES J. "The Common Structure of Statistical Models of Truncation, Sample Selection and Limited Dependent Variables and a Simple Estimator for Such Models." *Annals of Economic and Social Measurement* 5 (Fall 1976):475-92.

This study analyzes the bias that arises from sample selection, truncation and limited dependent variables within the familiar specification error framework of Griliches and Theil. The author discusses a simple estimator for censored samples to reestimate female labor supply, wages and labor force participation. In an empirical example, the estimator yields estimates close to the maximum likelihood estimates. Cohort: W.

588 HECKMAN, JAMES J. "Effects of Child-Care Programs on Women's Effort." *Journal of Political Economy* 82 (March/April 1974):S136-S163.

The economics of tied work payments and methods for estimating the effect of such payments on labor supply are discussed. It is important to distinguish the conceptually easier problem of modeling the response to tied offers from the more demanding problem of providing reliable estimates of the appropriate behavioral functions. It has been shown that knowledge of consumer preferences is necessary to estimate program effects, and methods have been suggested for determining these preferences. By directly estimating indifference curves, hours of work and work-participation equations have been derived from a common set of parameters. The separation of preferences from constraints allows us to estimate the labor-supply parameters of individuals from data generated by nonstandard constraints, such as the broken-line budget constraints resulting from the tax system, where a tractable labor-supply function does not exist. At the cost of estimating a savings function, we can embed the traditional one-period model of labor supply into a life-cycle model. Both the distribution of tastes for work and distribution of market wage rates for the population at large are estimated. The estimates suggest that wage rates are strongly correlated with preferences for work so that simple "reduced-form" labor-supply functions obtained by regressing hours worked on wage rates give biased estimates. In forming estimates, a statistical procedure is employed which avoids both this bias and censoring bias. Cohort: W.

589 HECKMAN, JAMES J. "Sample Selection Bias as a Specification Error with an Application to the Estimation of Labor Supply Functions." In: *Female Labor Supply: Theory and Estimation*, Princeton: Princeton University Press, 1980.

The author discusses the bias that results from using non-randomly selected data within the specification error framework of Griliches and Theil and presents a method that enables economists to use simple regression techniques to estimate behavioral functions free of selection bias. A model of female labor supply and wage rates is estimated with this technique. The empirical results suggest that selection bias is an important problem in estimating labor supply functions, but is less important in estimating wage functions. Very high estimates of the elasticity of female labor supply are derived, but these are shown to be consistent with conventional estimates that ignore selection bias. Cohort: W.

590 HECKMAN, JAMES J. "Shadow Prices, Market Wages, and Labor Supply." *Econometrica* 42 (July 1974):679-94.

This paper develops a model which generates the probability that a woman works, her hours of work, her asking wage, and her offered wage from a common set of parameters. These parameters allow for estimation of the value of time for non-working women, and the wage rates they would face in the market. A method of estimating these parameters is proposed and applied. Cohort: W.

591 HECKMAN, JAMES J. and BORJAS, GEORGE J. "Does Unemployment Cause Future Unemployment? Definitions,Questions and Answers from a Continuous Time Model of Heterogeneity and State Dependence." *Economica* 47 (August 1980):247-283.

This paper presents statistical methods for testing for the presence of true state dependence. Methods used are based on extensions of existing models for continuous-time discrete-state Markov processes. For this paper a new model with general forms of state dependence is developed. Four main types of structural dependence are examined: Markov dependence, occurrence dependence, duration dependence, and lagged duration dependence. Cohort: B.

592 HECKMAN, JAMES J. and WILLIS, ROBERT J. "Reply to Mincer and Ofek." *Journal of Political Economy* 87 (February 1979):203-211.

The authors defend and qualify their earlier article, "A Beta-Logistic Model" [JPE, 85, 1 (February 1977): 27-58] which had been questioned by Mincer and Ofek. Heckman and Willis estimate the lifetime probabilities of labor force participation of married women, conditional not only upon marital status but also upon variables like children, income, and local labor market conditions. They summarize corrections in their statistical model, and suggest that assumptions both in their own earlier work and in that of Mincer and Ofek were incorrectly based. Cohort: W.

593 HEINE, ROGER. "Labor Market Inefficiencies and Relative Wages between Unionized and Non-unionized Workers." Oberlin College, 1979.

This paper supports a theoretical explanation of unionization's effect on wages with empirical data from the NLS of Older Men age 47-67 in 1969. Higher levels of education are shown to decrease the benefits of unionization, contrary to expectation. Hence it concluded that not only does a union-caused increase in efficiency promote wage differentials, but the reduction of the wage-product gap, due to unionization as well. Cohort: B M.

594 HEKELER, RICHARD W. "The Labor Utilization of Married American Women." Ph.D. Dissertation, The University of Chicago, 1983.

The rise in labor force participation of married women in the post-war period has been noted and factors suggested for its existence. Scant attention has been paid to the adequacy of employment among married women, however. Hauser's Labor Utilization Framework and data from the NLS's cohort of Mature Women have been employed to determine the extent of underutilization among married women in the American labor force, as well as the effect on labor utilization of childcare responsibilities and several factors identified in past research as influential to labor force entry decisions. Four types of inadequate utilization are defined: underutilization by unemployment, involuntary part-time employment, low income, and a mismatch of education and the skills required of one's job. Over half of the sample were adequately employed and their percentage increased to 73.4 in 1977. The low income accounted for the bulk of inadequacy with unemployment, low hours, and mismatch ranked respectively. An analysis of bivariate associations indicated marked racial differences with nonwhites sharing the disadvantaged position. Nevertheless, high levels of adequate labor utilization were associated for both races with decreased family responsibilities, higher levels of education, and higher status occupations. Labor utilization was not differentiated by previous work experience or attitudes towards women's employment. For nonwhites, having a highly educated mother or one who held a white-collar position increased the proportion of those adequately employed to near equivalency with whites. Differences across maternal influence categories were absent for whites. Results from log-linear analyses indicated that the presence of young children in the household was the most important factor accounting for the observed variations in labor utilization. Occupation, race, and education ranked respectively. This research illuminates the significant pool of lost productivity represented by married women and suggests the importance of developing schemes to ease the conflict of mother and worker roles. Moreover, it highlights the severely handicapped position of nonwhites in the labor force and suggests that those who are able to escape their disadvantaged milieu by achieving higher levels of education will compete with whites on equal footing. Cohort: W.

595 HELER, EDWARD. "A Human Performance Model of Work Disability." Presented: Baltimore, MD, Eastern Economics Association Annual Meeting, 1989.

This paper presents and evaluates a model of work-related disability from the perspective of the interaction between occupational performance requirements and performance abilities of impaired workers. The model is tested with data from the 1966, 1971, 1976, and 1981 waves of the NLS Older Men's cohort. The onset of an illness or injury producing a change in the occupational performance abilities of mature aged men as the result of the interaction between their functional impairments and the performance requirements of their job reduces employment participation by approximately 60 percent. Cohort: M.

596 HELER, EDWARD. "A Socioeconomic Model of Disability: The Interaction of Occupation and Health on Disability." Ph.D. Dissertation, Syracuse University, 1985.

This research develops a model of employment behavior to explain the labor supply disability responses of impaired persons from the multidimensional perspective of health condition-role performance interaction. The model for this behavior draws from the economic psychological theories of role response, and is based on the human performance paradigm. Labor supply disability is theorized to occur when functional abilities for job task performance cannot fulfill the functional requirements for performance. Proxies for occupation, health, and the occupation-health interaction are entered into the conventional labor supply model of economics. The model is specified using data from the Older Men cohort of the NLS, and from the Dictionary of Occupational Titles. The quasi-experimental multiple Time-Series Design is employed to isolate the occupation-health interaction effects on a control (nonimpaired) group and an experimental (impaired) group. The cross-sectional time-series equation is estimated by generalized least squares regression. The model is a valid predictor of labor supply behavior. Explanatory power is increased over the conventional labor supply model by 5.7 to 10.1 percent, and over the conventional health model by 2.0 to 7.8 percent. The occupation-health interaction effect which is observed reduces the labor supply of impaired men by an average 60 percent. The results also indicate that labor supply models which do not include occupation and occupation-health interaction variables may be misspecified. (UMI ADG86-06146) Cohort: M.

597 HENRETTA, JOHN C. "Race Differences in Middle Class Lifestyle: The Role of Home Ownership." *Social Science Research* 8 (March 1979):63-78.

Race differences in "middle class" lifestyle are examined by home ownership and net worth. The major findings are: (1) whites at any earnings level are very likely to own homes by ages 50-64; however, only at relatively high earning levels do blacks begin to approach the home ownership rates of whites; (2) the net worth of blacks is substantially lower than that of whites after adjusting for variables in a standard status attainment model; and (3) the race difference, as well as other variables effects, is much smaller for home owners than for renters. The reason for this is probably forced saving through home ownership. Cohort: M.

598 HENRETTA, JOHN C. and CAMPBELL, RICHARD T. "Net Worth as an Aspect of Status." *American Journal of Sociology* 83 (March 1978):1204-23.

This article discusses the role of net worth as a component of status and estimates a status attainment model for net worth. The findings show that: (1) the effect of family background is transmitted via education; (2) the effect of education is asymptotic rather than linear; (3) single and divorced persons possess substantially fewer assets, net of other characteristics, than married persons; and (4) net of all other variables, earnings have a considerable effect on net worth. Cohort: M.

599 HEROLD, JOAN and WALDRON, INGRID. "Part-time Employment and Women's Health." *Journal of Occupational Medicine* (1985).

The relationships between part-time employment and self-reported health are analyzed for a national probability sample of middle-aged women. Overall, there was a tendency for full-time workers to have the best health, part-time workers to have intermediate health, and women who were not in the labor force to have the poorest health. However, the pattern varied by race and marital status. For married black women, part-time workers reported poorer health than full-time workers. This appeared to be due in part to the lower socioeconomic status between part-time and full-time workers. Additional hypotheses and relevant evidence are presented in the paper. Cohort: W.

600 HERTING, JERALD R. "The Effect of Differential Fertility on Group Occupational Mobility." Ph.D. Dissertation, University of Washington, 1987.

This dissertation incorporates the effects of differential fertility by occupation on social mobility. The dissertation addresses how this demographic factor may influence a sub-population's overall upward or downward movement in the stratification system and how ignoring this factor may influence analyses based upon the father to son mobility table. Using data from the 1973 Occupational Change in a Generation and from the NLS of Older Men and Young Men I examine the mobility experience of fathers and sons for three cohorts of blacks and three cohorts of whites. I employ three distinct techniques: a continuous mathematical representation of the mobility process, a technique that adjusts for differential fertility in the margins of father-son crosstabulations, and a log-linear model which incorporates a dimension that reflects differential supply of sons. Simulations using the mathematical model show interesting effects of a population's initial average occupational status and status distribution. Applied to U.S. blacks, the model shows that for blacks as a whole differential fertility weakens the positive effect of recent changes in social mobility for individual blacks. The technique to adjust for the marginals in an intergenerational mobility table provides further support for the impact of differential fertility on the social mobility of blacks. The log-linear model, however, suggests only slight effects of the dimension representing differential fertility. [UMI ADG88-02249] Cohort: B M.

601 HESS, MARK W. "From School to Work via Military Service: An Improved Transition." M.A., Naval Postgraduate School, 1980.

Drawing on the implications of human capital theory, the screening hypothesis, and dual labor market theory, the NLS of Young Men age 14-24 in 1966 was used to test the benefits of military service at civilian job entry. Veterans and non veterans of the same race were compared in each NLS year from 1966 to 1973 on 11 different variables using discriminant analysis. Five variables were selected from the results of discriminate analyses and studied longitudinally over the NLS years. Job entry occupation and industrial sector was examined using contingency tables. Veterans received significant and systematic pay rate advantages over better educated nonveterans. Veteran advantages were less obvious during the recession and recovery period of 1970-1973. Military service may impart subtle labor market benefits such as productivity, experience, and maturity. Recommendations are provided to assist future veteran transitions during periods of economic instability. Cohort: B.

602 HIGGINS, R. J. "Specification of Veteran Status in Estimating Post-Service Civilian Earnings." Master's Thesis, Naval Postgraduate School, 1984.

This thesis analyzes the earnings of veterans and nonveterans by race over a fourteen year period from 1966 to 1980, using the NLS of Young Men aged 14 to 24 in 1966. The primary finding is that bonafide first term enlistees tend to have different returns to their veteran status than veterans as a whole and multi-term veterans in particular, and that these returns, on average, tend to be positive. This thesis also develops criteria for a single term of enlistment by length of service in a particular branch of the armed forces. In support of these findings, a working definition of full employment is also developed. The estimates of earnings equations for the fully employed subset of people are compared to the entire sample of young men. [NTIS AD-A150-581-7-XAB] Cohort: B.

603 HILL, C. RUSSELL. "Capacities, Opportunities and Educational Investments." Mimeo, University of South Carolina, N.D.

The matter of dropping out becomes a social problem when the consequences of leaving high school early begin to impinge seriously on others, or when dropping out results from incomplete information--e.g., on income, employment or other prospects--which was available but not known to the student or when dropping out reflects inequality of educational opportunity. The external diseconomies from dropping out most frequently mentioned and measured are the social costs of the increased unemployment of the dropout and the resulting loss if taxable earnings or national output. Of course, there may be other social costs, some of which were mentioned in the introduction to this paper. But the extent of the relationship between dropping out and increased crime and drug usage, for example, is not well known. Nevertheless, by examining later waves of this cohort, it is possible to analyze the activities and labor market achievement of the dropouts subsequent to their leaving high school. Cohort: B.

604 HILL, C. RUSSELL and WALLACE, RICHARD M. "Racial Discrimination and the Collective Bargaining Coverage of Male Youths." Working Paper in Human Resources, College of Business Administration, University of South Carolina, 1978.

This paper utilizes data from the 1969 wave of the NLS of Young Men; the sample includes 1,472 individuals, of whom 982 are white. Union members are shown to have a distinct wage advantage over comparable workers who are not union members. Nonwhite youths were found to benefit less from union membership and, in fact, the results suggest that unions discriminate against nonwhites: the racial differential in earnings is considerably greater among union members than among comparable nonmembers. Cohort: B.

605 HILL, ELIZABETH M. and HILL, M. ANNE. "Resources and Reproductive Effort: The Positive Effect of Doing Relatively Well." Presented: Baltimore, MD, Population Association of America, 1989.

Assuming some congruence between ecological resources and the economic resources available for ourselves, the authors tested whether prediction of some measures of reproductive effort for a contemporary U.S. sample would be enhanced by using several resource measures, along the lines of life history models. Fertility and work history information was analyzed for one cohort of young men in the large public data base, the NLSY. The probabilities of marriage, having any children, and having a new child in the 1986 were estimated by the following predictors: (1) the previous year's actual earnings; (2) earnings relative to that "expected" from indicators like education, job experience, parents' SES; (3) the interaction between absolute and relative earnings. "Expected earnings" was estimated two ways to reflect (a) long-term and (b) short-term variance. The results supported the importance of "relative" income. Better earnings than expected generally had a positive effect on reproductive effort. However, in the short-term analysis, the positive effect of relative earnings decreased as absolute earnings increased. The effect of absolute earnings varied. Thus, this study provides evidence for the different effects of absolute versus relative income. In particular, these results suggest further economic research on the interaction between absolute and relative resources. Cohort: Y.

606 HILL, M. ANNE and O'NEILL, JUNE. "A Dynamic Model of Women's Work." Working Paper, Center for the Study of Business and Government, Baruch College, New York, NY, 1989.

This analysis uses data from the NLS of Young Women to examine changes in life-cycle work patterns across cohorts of women born between 1944 and 1954. The authors examine intercohort changes in schooling, births, marital status and ask how the timing and duration of spells in and out of the labor force have changed across cohorts. Multiple spell hazard rate modelling and rich longitudinal data allowed the authors to distinguish among secular, cohort, and duration effects on labor force behavior. Cohort: G.

607 HILL, M. ANNE and O'NEILL, JUNE. "The Incidence of Underclass Behaviors in the United States." Presented: Baltimore, MD., Population Association of America, 1989.

This study utilizes the NLSY and the 1980 Census Zip Code File to develop measures of the incidence of underclass behaviors and to examine how this incidence varies by race, ethnicity, geographic area, and whether or not the individual came from an underclass background. The underclass behaviors to be studied include low labor force attachment, welfare dependence, out- of-wedlock child-bearing, criminal involvement, and low educational attainment. Cohort: Y.

608 HILLER, DANA V. "Determinants of Household and Childcare Task Sharing." Presented: the Meetings of the American Sociological Association, 1980.

Competing hypotheses explaining husband/wife division of family work are reviewed. It is argued that these should be subsumed within two key explanations: relative power of spouses, and socialization. In addition, within the socialization explanation, social class phenomena should be distinguished from sex-role ideology. Data from the NLS Mature Women Cohort are used to compare the strength of these explanations in predicting degree of household help and child-care help received by 1,288 wives in 1974. Thirteen independent variables as indexes of relative power and socialization are analyzed. While zero order correlations and regression coefficients are not dramatic in any instance, relative power, as measured by wife's employment and wife's income, is shown to be the dominant explanation for degree of help received with household chores and child care. Minority women also receive more help than white women. Little support is indicated for socialization explanations. Cohort: W.

609 HILLS, S.J. "Analysis of the Relationship Among Ability Measures, Education and Earnings." Master's Thesis, Naval Postgraduate School, 1987.

This thesis analyzes the interrelationship of measures of ability and education on earnings differentials by using a standard human capital earnings function. The data used are from the 1983 and 1984 panels of the National Longitudinal Survey of Youth aged 14 to 21 in 1979. The Armed Forces Qualifying Test (AFQT) and coding speed (a subtest of the Armed Services Vocational Aptitude Battery (ASVAB) Form 8A) were examined and compared for their relative utilities in measuring ability. The results showed that both AFQT and coding speed performed as measures of ability by refining the estimates returns to education. Their relative utilities varied according to an individual's occupation and level of education. [NTIS AD-A189-1746-XAB] Cohort: Y.

610 HILLS, STEPHEN M. "Attitudes of American Male Workers Toward Union Certification." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

Using data from the NLS of Young Men, this study found striking differences in attitudes toward certification among union and nonunion sectors in the U.S. workforce. In addition, strongly persistent attitudes are observed across industries and by race within the nonunion sector. Four job characteristics (autonomy, security, pay adequacy, and the degree of danger associated with the work) were significantly related to positive attitudes toward certification. Forces other than job characteristics or economic environment must lie behind the conversion to pro-certification attitudes. Likely candidates are the relative power of individual actors in the industrial relations system, the legal provisions which help to establish power relationships, and the character of management structure in specific industries. Cohort: B.

611 HILLS, STEPHEN M. "Attitudes of Union and Nonunion Male Workers toward Union Representation." *Industrial and Labor Relations Review* 38,2 (January 1985): 179-194.

Using as its data base the National Longitudinal Surveys cohort of Young Men, this study found that striking differences in attitudes toward certification appear between union and nonunion sectors of the U.S. work-force. In addition, strongly persistent attitudes are observed across industries and by race within the nonunion sector. Four job characteristics (autonomy, security, pay adequacy, and the degree of danger associated with the work) were significantly related to positive attitudes toward certification. Forces other than job characteristics or economic environment must lie behind the conversion to pro-certification attitudes. Likely candidates are the relative power of individual actors in the industrial relations system, the legal provisions which help to establish power relationships, and the character of management structure in specific industries. Cohort: B.

612 HILLS, STEPHEN M. "Career Thresholds, Volume 8: A Longitudinal Study of Fifteen Years of Labor Market Experience of Young Men." Final Report, Employment and Training Administration, U.S. Department of Labor, 1985.

Fifteen years of data collected from a nationally-representative sample of Young Men who were age 14-24 when first interviewed in 1966 are analyzed in this volume. Chapter One examines involuntary dislocation from jobs and shows that even for young workers age 29-39 in 1981, finding new employment can be difficult. Chapter Two compares displacement patterns in the construction, automobile, and steel industries with that in other industries; it finds several significant patterns including that highly skilled and highly unionized workers were less mobile than others. Chapter Three examines the labor market behavior of young men as it is affected by the presence of other wage earners in the household, and finds that wife's employment cushions the effects of the male's unemployment. Chapter Four focuses on geographic mobility and finds that young men and their families respond directly to economic signals when making decisions about moving. Chapter Five discusses career trajectories, and Chapter Six the experience of men of draft-eligible age during the Vietnam conflict. Cohort: B.

613 HILLS, STEPHEN M. "The Effects of High Unemployment in the Late 1970s on the Wages of Young Men and Women." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

Using data from the NLSY, this study examines whether the unemployment experienced by young men and women from 1979-1980 had an impact on their earnings in 1984. Results indicate that early unemployment did not have a significant negative impact on long-run wage rates for any group other than minority women. Even for female minority youth, the analysis showed that early unemployment was positively linked with long-run earnings for those who did not experience unemployment of long duration. Only when the duration of early unemployment exceeded 24 weeks was early unemployment linked with reductions in long-run earnings. The study concludes that youth unemployment has few significant effects on long-run earnings over and above the loss in work experience which accompanies unemployment. Cohort: Y.

614 HILLS, STEPHEN M. "Estimating the Relationships between Unemployment Compensation and the Duration of Unemployment--The Problem of Eligible Non-filers." *Journal of Human Resources* 17 (1982):460-70.

This paper tests the sensitivity of the relationship between unemployment insurance and unemployment duration, using three definitions for the appropriate sample of respondents to estimate a duration of unemployment model. The authors replicate the model originally utilized by Ehrenberg and Oaxaca, but perform the replication on data derived from the detailed work histories available in the 1970 and 1971 NLS of Older and Young Men. Our replication confirms Ehrenberg and Oaxaca's earlier findings that a larger replacement ratio is associated with significantly more unemployment for any one individual, all else constant. After the sample used to estimate the model is redefined, however, the strong relationship between the wage replacement ratio and duration of unemployment disappears. Cohort: B M.

615 HILLS, STEPHEN M. "How Craftsmen Learn Their Skills: A Longitudinal Analysis." In: *Job Training for Youth*, R. Taylor, H. Rosen, & F. Pratzner, eds., Columbus, OH: National Center for Research in Vocational Education, 1982.

Even in crafts occupations, a substantial proportion of young men obtain their skills through informal methods. Their participation in skilled manual training programs is certainly much greater than among those who do not become craftsmen; nevertheless, more than 40 percent in crafts positions did not report such training. An additional 30 percent of the young men received training either through apprenticeship or company training, i.e. tied directly to the jobs they held; relatively few obtained training independent of work experience. Cohort: B.

616 HILLS, STEPHEN M. "Longitudinal Analyses of Training Processes in the United States." Presented: Urbana, Rupert P. Evans Symposium on Vocational Education, 1982.

Longitudinal data provide a clearer picture of the decentralized training system in the U.S. Flows of youth can be partitioned into various categories of training and work experience immediately prior to entering the work force. Groups can be identified which are absorbed quite slowly into paid employment. Subsequent to entering the work world, training records are accurately compiled through longitudinal files yielding better information on the complexity of training processes and the benefits associated with various combinations of training methods. Finally, longitudinal records of work experience permit analysis of irregular working patterns and allow researchers to assess the costs associated with temporary labor force withdrawal. Each of these uses of longitudinal data has been illustrated through the studies that are summarized in this report. Cohort: B Y.

617 HILLS, STEPHEN M. "A Longitudinal Analysis of the Monetary Benefits to Training for Craftsmen." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1982.

Skill acquisition for jobs in the U.S. is somewhat haphazard and highly voluntary. During 1980, about 25 percent of high school seniors were enrolled in vocational educational curriculum. An unknown number received training in unregistered programs and a host of other special training programs financed by employers. The military were also involved in training. In addition, about 7 percent of youth were enrolled in federal government sponsored employment and training programs. Apprenticeship is a relatively small component of the total training received by American youth, accounting for only 5 percent. It is only utilized for highly skilled positions. This study demonstrates the interdependence among a variety of training methods. The estimates reflect the benefits to multiple methods of training. Cohort: B.

618 HILLS, STEPHEN M. "Occupational Mobility and Structural Change in the U.S. Economy: A Review." Final Report, Organization for Economic Co-operation & Development Directorate for Social Affairs, Manpower & Education, Paris, France, May 1986.

A review of recent data on U.S. occupational mobility begins by documenting the degree of occupational mobility within the U.S. economy at different points in time to illustrate how rates change under different economic conditions. Mobility rates in various manufacturing industries are also compared with service industries to determine if depressed markets are reflected in mobility rates by industrial sector. The primary focus for the review is on factors which, if changed through policy intervention, would have an impact on rates of mobility. Education and training variables are given strong emphasis since they are clearly amenable to change. Variables which are related to the broader economic "opportunity structure" are also considered, even though they may be more difficult for policy makers to alter. The studies on occupational mobility are reviewed separately for men and women since the research differs significantly in approach for each sex group. Differences in occupational mobility by race as well as the topic of intergenerational mobility are not reviewed. Cohort: B G M W Y.

619 HILLS, STEPHEN M. "Unemployment Insurance and the Duration of Unemployment: A Note on Ehrenberg and Oaxaca." Columbus, OH: Center for Human Resources Research, The Ohio State University, 1979.

This study tests the sensitivity of the earlier results of Ehrenberg and Oaxaca. The findings indicate that for male job changers, the amount of previous wages replaced by Unemployment Insurance has little effect on duration of unemployment. Local labor market conditions and personal considerations appear to be more important than U.I. Cohort: B M.

620 HILLS, STEPHEN M. "Unemployment Insurance, Job Search, and the Duration of Unemployment." Ph.D. Dissertation, The University of Wisconsin, 1974.

Two hypotheses are advanced by the study: (1) that a measure of the amount of unemployment insurance an individual is eligible to receive and/or a measure of the potential duration for which the same individual is eligible to receive UI should be related positively to the actual duration of unemployment which he or she experiences over any given period of time; and (2) that the same two measures for unemployment insurance should also be related positively to the change in the stream of earnings in periods before and after a period of receipt of UI. Cohort: M.

621 HILLS, STEPHEN M.; BECKER, BRIAN E.; BILS, MARK J.; D'AMICO, RONALD; et alia. "Career Thresholds, Volume 7: Ten Years of Labor Market Experience for Young Men." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1980.

Chapter 1 outlines historical and demographic changes affecting the work lives of the 3,644 young men who were age 14-24 when first interviewed in 1966 and who remained in the sample ten years later. The declining labor market opportunities of those who graduated from college are discussed in Chapter 2; these declines were largely confined to undergraduates and opportunities varied considerably by degree and field of study. Chapter 3 describes the impact of investment in college quality for the young men, focusing on later earnings and graduate school attendance; the quality of the institution does make a difference in the labor market position of young men perhaps via the effect of peers. Chapter 4 examines the intensity and subsequent effectiveness of occupational training; the return to training compares favorably with other investment activities (i.e., formal schooling and experience), and the magnitude of this return depends critically on the intensity of training acquired; company training is generally more rewarded than training acquired elsewhere. Chapter 5 looks at labor market choices after young men leave school and finds that whites experienced very little turmoil in the years immediately following their schooling, in contrast to blacks, who experienced the reverse. Chapter 6 discusses the nature and consequences of teenage unemployment in the school-to-work transition period: a substantial portion of both race groups held several jobs in the immediate post-high school period. Such mobility appears to have been a positive experience for blacks as well as whites; in terms of hourly wage rates, black teens who changed jobs infrequently during this transition period were among the lowest wage earners 8-10 years later. How the social organization of industries affects the labor market success of young men is discussed in Chapter 7, which considers specifically the effects of unionization, capital intensity, market power, firm size, and profitability on earnings and unemployment propensities. Unionization had strong positive effects on the earnings of young men. Chapter 8 examines whether changes in attitudes toward blacks by whites and increasing political power for blacks improved the relative labor market opportunities of young black men. The relative earnings opportunities of these men did improve substantially between 1966 and 1976, but, paradoxically, little, if any, improvement appeared in their relative employment opportunities. Summary and conclusions are provided in Chapter 9. Cohort: B.

622 HILLS, STEPHEN M.; BECKER, BRIAN E.; KIM, CHOONGSOO; D'AMICO, RONALD; et alia. "Market Defenses: Early Work Decisions of Today's Middle-aged Men." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

This report reviews the variety of protective mechanisms or market defenses which insulated the young men cohort, 1966-1978, from the uncertainties of the labor market. Discussed are: (1) the nature and consequences of teenage unemployment and the labor market choices of young males during the school to work transition period; (2) the declining labor market opportunities for college graduates; (3) investment in college quality and occupational training and its impact on earnings; and (4) changes in the relative employment and earnings opportunities of young black males. Cohort: B.

623 HILLS, STEPHEN M.; D'AMICO, RONALD; SHAPIRO, DAVID; LYNCH, LISA M.; et alia. *The Changing Labor Market: A Longitudinal Study of Young Men.* Lexington, MA: Lexington Books, 1986.

In a review of the 1966-1981 data from the Young Men's cohort, this book discusses the consequences of job dislocation on the careers of young men, and focuses on displacement within the construction, automobile, and steel industries. Also examined are the household costs of unemployment, the factors influencing career mobility patterns, the long-run effects of military service, and the extent of skill transfer between military and civilian occupations. Cohort: B.

624 HILLS, STEPHEN M. and LEIGH, DUANE E. "Employer-Sponsored Training, Union Status, and the Wage Rates of Young Women." Presented: Vancouver, B.C., Meetings of the Western Economic Association, 1987.

Using data from the NLSY, this study tests to see if the difference in wage rates for unionized and non-unionized young women is, in part, due to additional training which women may receive in unionized jobs. Results show that in the first few years of their working lives, the company training that non-college bound women receive has little impact on the wage rates they earn. Thus training does not play a role in explaining the sizeable union/non-union difference in wages. In fact, few of the human capital variables have the impact expected on young women's wage rates. Results for young women are contrasted with results for young men and questions are raised regarding the early choices that women can be expected to make in the labor market. Cohort: Y.

625 HILLS, STEPHEN M. and REUBENS, B.G. "Youth Employment in the United States." In: *Youth at Work: A Cross-National Survey*, B.G. Reubens, ed., Totowa, N.J.: Allenheld Osmun, 1983.

One of six chapters written by experts around the nation, this chapter on the U.S. seeks to establish the following: evidence for a distinct youth labor market when compared with the jobs held by adults; differences in the nature of the jobs held by youth when in school and immediately after leaving school; relationships between the types of jobs youth have early in their working careers and their later employment; and whether variation in the characteristics of youth jobs in turn affects the rate, incidence and duration of youth employment. Cohort: B G.

626 HILLS, STEPHEN M. and SANTOS, RICHARD. "Utility of Job Training Methods Among Young Men." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

The NLS Young Men's cohort respondents interviewed in 1980 reinforced the findings from the mid-1960's that on-the-job training is by far the most common way of acquiring job skills. The earlier study of all labor force participants age 22-64 found that 37 percent of those with less than three years of college reported OJT as the most helpful method of acquiring job skills. Race was an important factor throughout this study. Rates of use of training differed strongly by race and were unaffected by introducing controls for level of education and type of job held. Cohort: B.

627 HILLS, STEPHEN M.; SHAW, LOIS B.; SPROAT, KEZIA. "Teenagers: What Are Their Choices About Work?" In: *A Review of Youth Employment Problems, Programs & Policies*, Youth Knowledge Development Report 2.4., U.S. Department of Labor, 1980.

This paper presents a series of observations and recommendations that would improve teenagers' employability. Family background is a strong but indirect influence on a young person's success in the labor market. School completion is a major determinant of labor market success. Increased knowledge of the labor market and career alternatives is needed. Vocational training even after high school graduation is useful. Temporary unemployment of youth is usually not detrimental to future success. Job shopping appears to be desirable. Public service or subsidized jobs can provide young people with experience and the opportunity to explore the world of work. Teenage pregnancy is a serious barrier to young women's long-term career success. Transportation inadequacy is an impediment to teenage employment. Discrimination accounts for a substantial part of the labor market problems of youth. Cohort: B G.

628 HILLS, STEPHEN M. and THOMPSON, JOHN E. "Changing Family Composition and the Distribution of Family Income in the U.S." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

Unlike findings from previous research based on the full age range of the population, data from the NLS of Young Men revealed growing income inequality between 1976 and 1980 for families of the baby boom generation. Part of the growth in inequality occurred within married families, but the change was not a function of the rising labor force participation of women. For blacks as well as whites, the inclusion of wives' earnings in total family income decreased income inequality. Although we do not know what contributed to rising income inequality among married couples, a strong factor in the growth of income inequality across all household units was the rising proportion of female-headed households. Cohort: B.

629 HIRSCH, WERNER Z. and RUFOLO, ANTHONY M. "Determinants of Municipal Wages: Some Tests of the Competitive Wage Hypothesis." *Research in Urban Economics* 2 (1982):309-27.

Wage setting is a complicated phenomenon since wages are only one aspect of an employee's compensation. In a competitive labor market, wages should adjust for the skill requirements of a job and for the difficulty or hazards the position presents. Wages also should reflect fringe benefits, the efforts of individual workers, and so on. If wage differentials do arise for noncompetitive reasons, a competitive labor market might offset many of the effects. To evaluate effectively whether local governments do indeed pay "too much," it is necessary to determine how market forces impact on wage-setting behavior and worker selection. The hypothesis that local governments simply pay the competitive or prevailing wage for each occupation is tested and rejected. However, when "human capital" considerations are used in a separate test, it is not possible to reject the hypothesis that wages are determined the same way in both the public and private sectors although some evidence still suggests that the public sector departs from the competitive model in rewarding various "personal characteristics." It is not possible from the data to determine whether cities get certain "human capital" only because they happen to pay high wages for other reasons, or whether they pay high wages to attract well-qualified individuals. Cohort: M.

630 HIRSCHKOWITZ, M. R. "Post Service Earnings Growth Rates of Military Veterans in the Era of the All-Volunteer Force." Master's Thesis, Naval Postgraduate School, 1988.

This thesis analyzes the effect of military training, veteran status, and military experience on the post service earnings growth rates of veterans. The NLS of Young Men, years 1971 to 1981, was used as the source of data. Two similar earnings growth rate models were estimated: the first used veteran status as an explanatory variable, and the second equation substituted changes in military experience for veteran status. Veterans were found to have higher earnings growth rates compared with their non veteran cohorts. Results of the effects on earnings growth rates from both increases in military experience and general types of transferable military training were insignificant and thus were inconclusive. Blacks suffered economic disadvantages, as their earnings growth rates were less than their non black cohorts. Analysis of a disaggregated sample consisting only of blacks indicated that black veterans no longer receive significant economic advantages over black non veterans. The earnings growth differences between black veterans and black non veterans were not significant. [NTIS AD-A199-964-8-XAB] Cohort: B.

631 HOFFERTH, SANDRA L. and MOORE, KRISTIN A. "The Consequences of Age At First Childbirth: Causal Models." Final Report, National Institute of Child Health and Human Development, 1978.

The impact of a woman's age at the birth of her first child on later poverty was assessed using two national longitudinal data sets. Analyses are based on annual interviews conducted between 1968 and 1972 with young women aged 14 to 24 in 1968. Information on women aged 22 to 52 in 1976, both wives and female heads, was obtained from the Panel Study of Income Dynamics (PSID) interviews, which were conducted between 1968 and 1976. Related analyses document a direct impact of early childbearing on schooling, marriage, and family size, and an indirect impact on employment, earnings, and welfare recipiency, through its effect on education, marriage,and fertility. To explore these indirect effects, causal models were developed and estimated. Results indicate that the impact of an early birth is complicated and differs among different population sub-groups. Early childbearing was associated with greater poverty in both samples. Cohort: G.

632 HOFFERTH, SANDRA L.; MOORE, KRISTIN A.; CALDWELL, STEVEN B. "The Consequences of Age at First Childbirth: Labor Force Participation and Earnings." Final Report, National Institute of Child Health and Human Development, 1978.

The impact of a woman's age at the birth of her first child on labor force participation and earnings was assessed using two national longitudinal data sets. Information on women aged 22 to 52 in 1976, both wives and female heads, was obtained from the Panel Study of Income Dynamics (PSID) interviews, which were conducted between 1968 and 1976. A first birth during the teen years does not directly affect whether a woman is working years later, her accumulated work experience, or the occupational status, hours of work, hourly wages, and annual earnings of working women, when other factors are controlled. However, since early childbearing affects schooling and fertility, it has an indirect impact on labor force participation and earnings. For example, teenage childbearers have larger families and consequently accumulate less work experience and earn less per hour net of other factors. Cohort: G.

633 HOFFERTH, SANDRA L. and MOORE, KRISTIN A. "Early Childbearing and Later Economic Well-Being." *American Sociological Review* 44 (October 1979):784-815.

Using data from the NLS of Young Women on a subsample of those women who have borne a child by age 27, we find strong direct effects within a path analytic framework, such that later childbearers complete more education, have smaller families, and work fewer hours at age 27. The relationship with education is recursive among women having a first child by age 18, but simultaneous among later childbearers. Effects of age at first birth on economic well-being at 27 are indirect. Lower education is related to reduced earnings among women and among other household members (usually the husband). Since resources must be divided among more family members, the incidence of poverty is greater. For women who are at least 19 when they have their first birth, the timing of that birth is important to later well-being primarily because of the smaller families and increased work experience to those who postpone their first birth into the twenties. Having an early first birth was found to be less detrimental to the later economic well-being of black women than white women. Cohort: G.

634 HOFFMAN, EMILY P. "Comparative Labor Supply of Black and White Women." *Review of Black Political Economy* 11 (Summer 1982): 429-439.

This paper reports on determinants of annual hours employed and labor force participation using the NLS of Mature Women. Labor force participation rates are considerably lower for women with young children. Labor supply is predicted for white and black women, married spouse present and widowed, divorced, and separated, for 1969, 1971, and 1974. Black and white women are found to have inelastic labor supply, but with increasing elasticity from 1969 to 1974. White married women decrease their annual hours of work in response to an increase in husband's earnings to a greater extent than black married women. Cohort: W.

635 HOFFMAN, EMILY P. "Determinants of Youths' Educational and Occupational Goals: Sex and Race Differences." *Economics of Education Review* 6,1 (1987): 41-48.

This study explores whether there are differences between black and white, and male and female youth in their educational and occupational goals, and whether these differences changed between 1966-1968 and 1979. Both reduced form and structural equations were estimated, using the NLS of Young Men, Young Women, and NLSY data sets. Occupational prestige goal and educational goal were found to be simultaneously related to each other. Sex and race differences in determinants of educational and occupational goals were found to exist, and to have changed over time, for both the 1966-1968 and the 1979 cohorts. Cohort: B G Y.

636 HOFFMAN, EMILY P. "Economic Progress of Black Women." *Economics Letters* 6 (1980):191-195.

This study uses data for the NLS Young and Mature Women. While black women are much closer to earnings parity with white women than is true for black relative to white men, such a comparison is misleading since it ignores maximization of utility (including leisure) by households (not individuals) and sex discrimination. Earnings are closer to parity than are hourly wage rates because black women supply more labor than white women. It is utility parity for households, not earnings parity for individuals, which gives a clear measure of well-being for blacks relative to whites. Cohort: G W.

637 HOFFMAN, EMILY P. "Family Labor Supply, Non-Market Work, and Fertility." Presented: Denver, Econometric Society, 1980.

This study investigates determinants of labor supply for husbands and wives, and hours of non-market work and fertility for wives. In addition, labor supply, hours of non-market work, and fertility are predicted for widowed, divorced, and separated women. The data are the NLS of Young Women for 1972 when the women were ages 18 to 28 and the NLS of Mature Women for 1967 (ages 30 to 44). Labor supply and fertility elasticities are shown to vary by age, marital status, and race for women, while labor supply elasticity is found to differ by race for husbands. Cohort: G W.

638 HOFFMAN, EMILY P. "Fertility and Female Employment." *Quarterly Review of Economics and Business* 25,1 (Spring 1985):85-96.

This study investigates the relationship between fertility and female employment for black and white wives, using the NLS of Mature Women. Findings are that fertility is a negative significant determinant of employment, annual hours employed is not a significant determinant of fertility, and labor force participation is a negative significant determinant of pre-school children (ages 0 to 5). Black and white women differed significantly in determinants of fertility and in determinants of labor force participation but not in determinants of annual hours employed. For black wives, husband's income negatively affects fertility, while for white wives, husband's income has no effect on fertility. Cohort: W.

639 HOFFMAN, EMILY P. "Racial Differences in Family Labor Supply." Presented: Boston, Eastern Economics Association, 1983.

This study estimates the family labor supply model: annual labor supply for each spouse is a function of one's own and one's spouse's earned and unearned income. Labor supply is predicted for black and white wives and their husbands using tobit and OLS for the wives and OLS for the husbands. The labor supply model is fitted using data for 1967 from the NLS of Mature Women. Wives reduced their labor supply in response to an increase in husband's wage for white but not black wives. Own earned income was more strongly positively related to labor supply for black than for white husbands. Cohort: W.

640 HOFFMAN, EMILY P. "Supply Side Discrimination." Presented: Washington, D.C., Econometric Society, 1981.

This study explores whether black and white male and female youth differ in their education goal and planned occupation. A simultaneous equations model is fitted using two stage least squares, in which education goal and planned occupation (measured by occupational prestige) at age 30 for males and 35 for females are the endogenous variables. Youth evidently are better able to plan their educational goal than their occupation goal. Evidence of supply side discrimination exists in that race affects desired occupation, while sex, race, and sex and race interacted affect desired education. Cohort: B G.

641 HOFLER, RICHARD A. and POLACHEK, SOLOMON W. "A New Approach for Measuring Wage Ignorance in the Labor Market." *Journal of Economics and Business* 37,3 (August 1985): 267-276.

A new econometric approach is presented for the evaluation of information content within labor markets. Ignorance is defined as the difference between the wage (price) individuals earn (pay) with complete information and the wage (price) they actually receive (pay) given their limited information stocks. A frontier production function approach is employed to measure ignorance for various markets. Data were obtained from the NLS of Older Men and was limited to those subjects employed in 1971 and meeting other criteria, leaving a sample of 219 men. The empirical results are highly consistent with the analytic results of search theory. Specifically, labor market ignorance appears to be greater among blacks than whites, greater in rural than urban areas, and greater among those with more risk aversion, higher opportunity costs of search, and lower levels of education and job experience. In addition, union membership is found to drastically reduce labor market ignorance, suggesting a new interpretation of the role of unions. Cohort: M.

642 HOGAN, DENNIS P.; HAO, LING-XIN; PARISH, WILLIAM L. "Race, Kin Networks, and Assistance to Mother-headed Families." Working Paper No. 1988-30, Population Issues Research Center, Institute for Policy Research & Evaluation, The Pennsylvania State University, 1988.

Using NLSY data on black and white American mothers who are single or currently married in 1984, the research investigates issues relating to kin networks, childcare, and financial support to families. The analysis confirms that black mothers have better access to kin and are more likely to coreside with kin than white mothers, the childcare they use more often is provided by kinfolk and is free, and they more often receive half or more of their income from someone other than their husband. Most of the differences in childcare and economic support are attributable to the greater proportion of blacks who are single and to their better kin access. There is no evidence that blacks are more responsive than whites to the needs of single mothers. The persistent black advantage in support network involvement is due to the greater likelihood that they coreside with adult kin and use free childcare rather than to any black advantage in financial support. But almost one third of single black mothers were not involved in support networks, and the network support was insufficient to provide adequate childcare for many mothers who were involved. Cohort: Y.

643 HOGARTH, JEANNE MARTHA. "Retirement Behaviors of Low-Income and Nonlow-Income Males." Ph.D. Dissertation, The Ohio State University, 1981.

Standard labor economics theory and segmented labor market theory were used to develop regression models to explain differences in age of retirement and in number of weeks worked after retirement between low-income and nonlow-income men. It was hypothesized that available financial resources, ability to work, and adequacy of financial resources were determinants of retirement and postretirement work. It was further hypothesized that age of retirement and number of weeks worked after retirement would not differ between the two groups and that variables studied would not have differential effects on retirement behaviors of the two groups. Data were drawn from the NLS Older Men cohort. Low-income men in this sample retired at an earlier age than nonlow-income men (61.2 versus 61.7 years). Available financial resources, ability to work, and adequacy of financial resources were confirmed as determinants of retirement. Available financial resources (wife's earnings and anticipated Social Security benefits) and adequacy of financial resources (marital status, change in marital status, and family size) had differential effects on age of retirement for low income and nonlow-income men. Low-income men in this sample worked a greater number of weeks after retirement than did nonlow-income men (8.14 versus 4.44 weeks).

Available financial resources and ability to work were confirmed as determinants of postretirement work; adequacy of financial resources appeared not to affect postretirement work. Available financial resources (wife's earnings, Social Security and pension benefits) and ability to work (level of education) had differential effects on the number of weeks worked after retirement for low-income and nonlow-income men. Cohort: M.

644 HOLLINGSWORTH, DAVID K. and HARRIS, ROBERT R. "The Labor Force Participation of Handicapped Women: An Empirical Analysis." *Journal of Applied Rehabilitation Counseling* 11 (1980):100-03.

Rehabilitation is charged with the restoration of people who have or suffer handicapping conditions which sufficiently impair their ability to perform in the labor force market or to lead an independent life. Traditional research efforts have been focused upon the overall effect of rehabilitation efforts. This study investigates the impact of one's socioeconomic status as well as the person's locus of control and severity of their limitations have on their level of participation in the labor force. Correlational and chi-square (contingency) analyses are used to describe and test the strength of any relationships. Cohort: W.

645 HOLLINGSWORTH, DAVID K. and PEASE, L.A. "The Impact of Public Assistance on the Rehabilitation Process of Handicapped Women." *Journal of Applied Rehabilitation Counseling* 11 (1980):192-95.

Public assistance has been described as a "free" lunch for the service recipient. However, nothing can be further from the facts. Transfer dollars operate as a strong vocational disincentive, not by destroying the will or desire to work, but more by adding to the environmental barriers of seeking gainful employment. This current study investigates the impact of transfer income upon the work behavior of handicapped women. Correlational analysis, contingency (chi-square) analysis and analysis of variance were used to test the strength and direction of the relationships between work behavior and disability, family size, educational attainment, and transfer income from various sources. Cohort: W.

646 HOLTZ-EAKIN, DOUGLAS; NEWEY, WHITNEY; ROSEN, HARVEY S. "Estimating Vector Autoregressions with Panel Data." *Econometrica* 56,6 (November 1988): 1371-1395.

This paper considers estimation and testing of vector autoregression coefficients in panel data, and applies the techniques to analyze the dynamic relationships between wages and hours worked in two samples of American males, the PSID and NLS of Older Men. The model allows for nonstationary individual effects, and is estimated by applying instrumental variables to the quasi-differenced autoregressive equations. Particular attention is paid to specifying lag lengths, forming convenient test statistics, and testing for the presence of measurement error. The empirical results suggest the absence of lagged hours in the wage forecasting equation. Our results also show that lagged hours is important in the hours equation, which is consistent with alternatives to the simple labor supply model that allow for costly hours adjustment or preferences that are not time separable. Cohort: M.

647 HOLZER, HARRY J. "Black Youth Nonemployment: Duration and Job Search." Presented: Cambridge, MA, Conference on Inner City Youth Unemployment, 1983.

This study analyzes lengthy durations of nonemployment spells that are observed for young black males relative to those of young white males, and focuses particularly on reservation wages as determinants of duration. Self-reported reservation wages are compared for blacks and whites before and after controlling for various indicators of labor demand such as received wages, weeks worked, and the personal characteristics which determine them. The effects of these reservation wages on duration of nonemployment spells and on subsequent wages are also analyzed. Finally, some evidence on the determinants of reported reservation wages for blacks and whites is presented as well.

The data used in the analysis are taken from the NLSY and the National Bureau of Economic Research Survey of Inner-City Black Youth. Reported reservation wages of young blacks for the job which they are seeking, as well as the jobs themselves, are fairly comparable to those of young whites. But after controlling for labor market characteristics of individuals such as received wages and weeks worked, the reservation wages of blacks appear to be high. The jobs which are sought also appear to be more unrealistic for blacks than for whites relative to those which are ultimately obtained. Reservation wages for specific, low-wage jobs are generally lower for blacks than for whites, and they appear to be more comparable only after controlling for weeks worked. An overall picture emerges in which young blacks seek and aspire to jobs and wages which are comparable to those of young whites, but less realistic for the blacks. Whites with higher reservation wages are more likely to actually obtain higher wages while their black counterparts are relatively more likely to gain longer spells of nonemployment. Cohort: Y.

648 HOLZER, HARRY J. "Informal Job Search and Black Youth Unemployment." *American Economic Review* 77,3 (June 1987): 446-452.

Data from the 1981 and 1982 panels of the NLSY are used to test for racial differences in the use and effectiveness of various job search methods. Also, the total observed difference in employment probabilities is decomposed into components attributed to each method of search, and further into differences in use, job offers, and job acceptances based on all methods. The results show that the two informal methods of search -- checking with friends and relatives and direct application without referral -- account for 87%-90% of the difference in youth employment probabilities between blacks and whites. In addition, virtually all of this reflects differences in the ability of these methods to produce job offers, as opposed to differences in methods used or job acceptance rates. Thus, the evidence strongly indicates that young blacks face more severe barriers when using informal rather than formal search methods, possibly because of the greater role played by personal contacts and subjective employers' impressions in the former. [ABI/INFORM] Cohort: Y.

649 HOLZER, HARRY J. "Job Search by Employed and Unemployed Youth." *Industrial and Labor Relations Review* 40,4 (July 1987): 601-611.

New evidence is presented on search choices and outcomes for employed and unemployed young men. In particular, the search choices analyzed include the reported reservation wage, the number of search methods used, and the time spent per method by each searcher. The employment outcomes considered are the likelihood of gaining new employment by receiving and accepting job offers and the wages of offers received and accepted. The data used come from the NLSY. The results indicate that young unemployed job seekers chose higher levels of search effort (as measured by number of methods used and time spent per method) and lower reservation wages (relative to offered wages) than did comparable employed job seekers in 1981. These differences in search selections at least partly explain search outcomes between the 2 groups: unemployed searchers were more likely than employed searchers to obtain new employment, and the wages they gained were slightly lower. [ABI/INFORM] Cohort: Y.

650 HOLZER, HARRY J. "Reservation Wages and Their Labor Market Effects for Black and White Male Youth." *Journal of Human Resources* 21,2 (Spring 1986): 157-177.

Self-reported reservation wages, the lowest wages considered acceptable, for unemployed young black and white males in one year were used in an empirical analysis to explain wage and employment results in the following year. A set of equations were estimated utilizing data from the 1979 and 1980 panels of the NLSY. In absolute terms, young blacks desired wages comparable to those of young whites but received wages much lower than those of whites. Relative to what blacks obtained in the market, reservation wages were higher for blacks than for whites. The relatively higher reservation wages of young blacks affected their unemployment durations, while the wages they received were influenced somewhat. For young blacks, rising relative reservation wages and their recent wage and employment trends seemed to be related. Cohort: Y.

651 HOMER, C.J.; JAMES, S.; BERESFORD, S.A.; SIEGEL, E.; et alia. "Maternal Work, Job Characteristics, and Birthweight." Presented: The Meetings of the Ambulatory Pediatrics Association, 1987.

The authors investigated whether work during pregnancy and two characteristics of work--physical exertion and occupational stress, defined as work with both high psychological demands and low job control--increase a woman's risk of delivering a preterm, low birthweight infant. Twenty-five hundred pregnant women in the NLSY were studied. Delivery of a preterm, low birthweight infant, the outcome variable, was defined as both gestation less than 38 weeks and birthweight under 2500 grams. Work status, job title, and data concerning other factors that might affect the outcome of pregnancy were obtained. Classification of job experience was based on job title, using an established catalogue of occupational characteristics. Analysis was by multiple logistic regression. Women who worked during pregnancy were less likely to deliver a preterm, low birthweight infant than women who did not work, even considering known socioeconomic and behavioral differences. Among women who worked, both high physical exertion, and low demand/low control work were associated with increased frequency of preterm, low birthweight when considered alone. When these job characteristics were considered together, and other factors related to birth outcome taken into account, only physical exertion remained associated with this outcome. These findings support a policy of limiting work-related effort during pregnancy. Cohort: Y.

652 HOMER, CHARLES; GORTMAKER, STEVEN; WISE, PAUL; EVANS, ALLISON. "Black-White Differences in Pregnancy Outcomes and Infant Development." (In-progress Research). Cohort: Y.

653 HORNEY, MARY JEAN and MCELROY, MARJORIE B. "A Nash-Bargained Linear Expenditure System: The Demand for Leisure and Goods." Report 8041, Center for Mathematical Studies in Business and Economics, University of Chicago, 1980.

Consistent with the Nash bargaining model, this report presents empirical estimates of a linear expenditure system. A three commodity system is presented along with the different tests that this expenditure system collapses to a neoclassical one. As a result, the authors found some evidence that the model does not collapse to the neoclassical one. This research and other studies mentioned in this paper, mark only the beginning of evaluating empirical payoff to a bargaining approach. Cohort: W.

654 HORTON-MANN, CAROL GAIL. "The Relative Wages of Men and Women Over Business Cycles and Over Time." Ph.D. Dissertation, Washington State University, 1984.

The purpose of the study is to empirically determine whether the wage gap between men and women varies over time or with the level of macroeconomic activity. Six theories of the wage gap are considered and it is demonstrated that each explanation implies different cyclical and time trends. The data utilized are from the NLS of Young Men, 1967-76, and Young Women, 1969-78. A system consisting of an offered wage equation and a reservation wage equation is estimated separately from men and women by weighted two stage least squares with a selectivity bias correction and an autocorrelation correction. A heteroscedastic-robust variance estimator is used to obtain consistent standard errors. Results show that the gap in offered wages is greatest in the South, in rural areas, and among unionized employees. Differences in average characteristics between men and women, including occupation and measures of productivity, account for less than one-third of the gap in offered wages. The remaining portion is due primarily to a lower constant term for women than for men, indicating that the offered wage curve for female labor is to the left of the offered wage curve for male labor. Returns to the productivity variables are higher for women than men. An interesting finding is that the gap in reservation wages exceeds the gap in offered wages. Economic activity does not affect the offered wages or reservation wages of women relative to men. The gap in both offered wages and reservation wages narrowed over this time period. Of the six theories analyzed, these results best support Becker's theory of discrimination. Cohort: B G.

655 HOSEK, J. R. and PETERSON, C. E. "Enlistment Decisions of Young Men." Interim Report, Rand Corporation, 1985.

This study analyzes factors in the enlistment decisions of two segments of the recruiting market: high school seniors, and nonstudent high school graduates. It draws on data from the 1979 Department of Defense Survey of personnel entering military service and from the 1979 wave of the NLSY. The authors base their empirical analysis on hypotheses derived from the theories of investment in human capital and career choice, and on the theory of recruiter behavior. They find that seniors and graduates differ substantially in the empirical determinants of their enlistment decisions; education of their enlistment decisions; education expectations play a major role in enlistment behavior; and a graduate's enlistment probability is much less in areas with a fairly high proportion of seniors and recent graduates, whereas a senior's enlistment probability is unaffected. [NTIS AD-A158-069-5-XAB] Cohort: Y.

656 HOTCHKISS, LAWRENCE. "Noneconomic Effects of Vocational Education." Columbus, OH: National Center for Research in Vocational Education, 1987.

A project examined the noneconomic effects of secondary vocational education on six types of outcomes measured while respondents were in high school (basic skills, career expectations, significant others' career expectations for the student, attitudes such as self-esteem and locus of control, grades, and homework), and five types of post-high school outcomes (postsecondary education, marriage and family, voting behavior, criminal behavior, and substance use). Two major national data sets were used to study these outcomes: the High School and Beyond (HSB) Survey and the NLSY. Three measures of curriculum were used: vocational profiles based on student transcripts; self-reporting of academic, vocational, and general curriculum; and a curriculum index of course-work, self-report track, remedial courses taken, and honors courses taken. A large number of control variables were included in the analyses. Results of the study indicate small negative effects of vocational curriculum on basic skills, educational expectation, occupational expectation, perceived ability to complete college, grades, and hours per week spent on homework. Findings regarding most secondary schooling are mixed. Vocational curriculum in high school does not appear to have strong effects on the other outcomes studied. Limited evidence showed that vocational education is associated with reduced use of marijuana and other drugs, as is academic curriculum. [NTIS ED 297132] Cohort: Y.

657 HUDIS, PAULA M. "Commitment to Work and Wages: Earnings Differences of Black and White Women." *Sociology of Work and Occupations* 4 (May 1977):123-45.

Findings indicate that the lower economic status of black women is caused by lower human capital accumulation and less prestigious occupations. Black women partially compensate for such deficiencies by achieving a higher rate of wage return on their human capital and occupational status they obtain. The results show that work experience does influence differential wage returns to schooling for blacks and occupational status for blacks and whites. In addition, the analyses provide support for an occupational decision-making explanation which contributes to observed differentials in wage returns to schooling. Cohort: W.

658 HUDIS, PAULA M. and KALLEBERG, ARNE L. "Labor Market Structure and Sex Differences in Occupational Careers." Presented: Chicago, American Sociological Association, 1977.

Results suggest the utility of a career concept for understanding the variety of factors that affect the distribution of socioeconomic rewards to individuals over their employment lifecycles. We have found evidence for the varying impact of labor market characteristics and family status, as well as personal resources, for men and women and across stages of the life cycle. Cohort: B G M W.

659 HUDIS, PAULA M.; STATHAM, ANNE; HAYWARD, MARK D. "A Longitudinal Model of Sex-Role Attitudes, Labor Force Participation and Childbearing." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1981.

This study analyzes the over time interrelationships among sex role attitudes, women's labor force participation, and fertility. Sex-role attitudes and employment have a positive effect on the work decision. However, prior sex-role orientations have no significant subsequent influence on childbearing. Since there is a correlation between labor force participation and fertility, an indirect relationship between sex-role attitudes and fertility may be inferred. The husband's perception concerning the work decision is a significant factor which influences childbearing. Cohort: G.

660 HUNT, JANET C. and KAU, JAMES B. "Migration and Wage Growth: A Human Capital Approach." *Southern Economic Journal* 51,3 (January 1985): 697-710.

Using panel data, migration is analyzed as an investment in human capital. The study focuses on two issues: (1) the economic motivation for migration and the reasons some movers receive high returns relative to others; and (2) a test of the human capital model explaining wage profiles of nonmovers, first-time, and repeat migrants. The NLS of Young Men 1966-1971 cross-section is employed to identify migrants and measure earnings for a 4-year interval after the location decision was made. Two procedures are used to determine whether migration pays relative to remaining in the current location. Findings support the idea that migration is properly treated as a human capital investment. Job status influences the monetary return to migration; distance moved is also positively correlated with migrant wages over the entire time period of the panel. Thus, wages clearly increase with the amount of expenditures or physical relocation and job search information. Repeat movers receive a 13% wage gain over nonmigrants and onetime movers. Cohort: B.

661 HUNT, JANET C. and KIKER, B.F. "Collective Bargaining and Union Membership Effects on the Wages of Male Youths." Columbia, SC: University of South Carolina, 1982.

The primary objective of this paper is to demonstrate that the union-nonunion wage differential is a function of two effects. The bargaining effect indicates the differential between the wage received by a nonunion member of a collective bargaining unit and the wage received by a comparably productive individual in the absence of collective bargaining. The differential arises, in large part, from the bargaining monopoly power of organized labor. The membership effect is the wage differential within a bargaining unit between union and nonunion members. Holding other productivity-affecting factors constant, if this latter effect exists, it may be attributed to a process of socialization and indirect economic benefits which unionism brings to the work place. An important benefit to union members is the receipt of relatively more specific on-the-job training, a necessary inducement to negate the benefits of free riding. A seniority scheme that encourages the payment of wages below the employee's valued contribution to output during his early work-life and greater during later years will benefit workers with relatively long tenure. Such a remuneration scheme will reward one who acquires specific training. The authors find that union members have a 30 to 38 percent wage advantage over comparable nonmembers of a collective bargaining unit. In addition, their analysis indicates that about 11 to 13 percent of this differential can be attributed to the membership (training) effect. In addition, the results of the analysis shed light on the two arguments that union-nonunion wage differences result from quality-adjustment behavior on the part of the employer and the differences are simply a compensation for a lower quality of work environment. Cohort: B.

662 HUNT, JANET C.; KIKER, B.F.; WILLIAMS, C. GLYN. "The Effect of Type of Union on Member-Nonmember Wage Differentials." *Journal of Labor Research* 8,1 (Winter 1987): 59-65.

It has been shown that the union-nonunion wage differential can be decomposed into bargaining and membership effects. A study was conducted to discuss the membership effect and to examine the role of type of union as a factor in wage determination. An empirical model was proposed and data obtained from a sample of 1,065 workers between the ages of 18 and 27 in the 1971 cross-section of the Young Men cohort of the National Longitudinal Survey. Results tended to reaffirm the existence of a membership effect of unions that is separate from a bargaining effect. It also was found that the ability to confer a wage advantage to union members relative to nonmembers depended on the type of bargaining unit. The compensatory aspect of higher wages for unstable work was dominant, particularly among craft workers. The effect of local unemployment rate on wage was ambiguous and generally insignificant. Cohort: B.

663 HUNT, SALLY NORTH. "Women's Labor Force Participation and Family Financial Resources." Ph.D. Dissertation, Texas Women's University, 1982.

This study was designed to investigate the association between selected socioeconomic and labor force variables and family financial resource variables. Objectives were to: (1) categorize career patterns of a representative sample of mature women in the U.S.; and (2) determine effects of career patterns and selected socioeconomic characteristics of women on family financial resources. Data for this investigation were derived from the NLS. Responses from 3,942 Mature Women (ages 30-44) who participated in the surveys from 1967 to 1977 were used. Chi-square analysis was performed to determine relationships between the components of family financial resources and labor force attachment, race, highest grade completed, total family income, respondent's income, health, age, number of dependents, marital status, and residence of the mature women. Using the .05 level of significance, labor force attachment did not have a significant relationship with the financial resource variables. However, significant relationships were found between: (1) net worth and the variables of race, highest grade completed, total family income, health, number of dependents, marital status, and residence; (2) dollar amount in savings/checking accounts and the variables of race, highest grade completed, total family income, respondent's income, health, age, number of dependents, marital status, and residence; (3) dollar amount of U.S. Savings Bonds and residence; and (4) market value of stocks, bonds, or mutual funds and total family income. Multiple regression procedures revealed that race, total family income, age, number of dependents, and residence were significant predictor variables for net worth, using the .05 level of significance. The combination of race, total family income, number of dependents, marital status, and highest grade completed accounted for twenty-two percent of the variance in savings/ checking accounts. Total family income, number of dependents, and residence accounted for six percent of the variance in U.S. Savings Bonds. Twelve percent of the variance in stocks, bonds, or mutual funds was explained by race, total family income, age, and number of dependents. Labor force attachment was not found to contribute significantly to the explanation of variance in the family financial resource variables. Cohort: W.

664 HWANG, KYUDAE. "A Structural Approach to Estimating Sex-Based Wage Discrimination: Causal and Indicator Models." Ph.D. Dissertation, The University of Wisconsin - Madison, 1987.

This study compares a causal model, suggested by human capital theory with an indicator model, suggested by the theory of statistical discrimination. The models are investigated by: (1) developing a framework for estimating wage discrimination, (2) estimating/comparing the structural coefficients among productivity proxies, productivity, and wages, (3) employing two techniques to obtain productivity scores (i.e., least squares and weighted least squares) in the indicator model, and (4) comparing estimates of wage discrimination across the models. In addition, reverse regression analyses are performed in order to compare the indicator model with reverse regression. The data for empirical analyses are taken from the Young Men and Women cohorts of the NLS. In this study estimates of wage discrimination differ depending on the assumption about the relationships between productivity proxies and productivity and the method used to obtain productivity scores within the indicator model. Reverse regression, however, leads to the same estimates of wage discrimination as does direct regression when weights for productivity scores are created either by direct regression coefficients or the least-squares method. Implications of this work for future theoretical and empirical development are suggested. [UMI ADG87-23335] Cohort: B G.

665 ILAN, LEILA C. "Differences in Locus of Control between Mature Black and White Women: Implications for Social Stratification." Presented: the Meetings of the Southwestern Sociological Association, 1979.

This study examines the differences in locus of control, as measured by the Rotter Internal-External (I-E) scale, between black and white females who were respondents in the NLS of Mature Women in 1969. External locus of control is manifested by individuals who believe that a reward or an event is the result of luck, chance, fate, or as being under the control of powerful others. The reverse is true for an internally oriented individual. As suggested by previous investigators, the Rotter I-E was used to measure a "general locus of control" and a "sense of personal fate control." Comparison of means on the two I-E measures indicated that black women tended to be more externally oriented than the white women. However, in several analyses, it was revealed that this did not have as much influence on locus of control orientation compared to education, income, and health. Subsequent analysis of covariance confirmed this finding. It was also shown that age had a significant effect on sense of personal fate control. The theoretical implications of the concept of locus of control for social stratification are discussed. Internal locus of control is associated with high position, while external locus of control is associated with low position in a stratification system. Cohort: W.

666 IVERSON, THOMAS JOHN. "The Impact of Early Work Experience on the High School Retention of Young Men." Ph.D. Dissertation, The University of Texas at Austin, 1980.

This study examined the relationship between work experience during the last year of school and high school graduation. The policy framework was presented from the point of view of a professional within the delivery system of the Department of Labor's employment and training programs. Analysis of the administrative rules and regulations for these programs indicated the assumption, by program administrators, that work experience was necessary for youth to remain in school. Some economists and school system officials were seen as viewing the programs from a different perspective. They argued that work experience draws students from school into the full time labor force and, therefore, the programs hindered high school retention. This issue was examined by analyzing the NLS of Young Men using an econometric model. A single equation, with retention as the dependent variable and vectors representing family background, personal characteristics, and the labor market as independent variables, was used to model this problem. As the dependent variable was dichotomous, probit analysis was chosen as the appropriate technique to analyze the relationship between work experience and retention. Variations in model specification and sample size were employed to examine certain marginal variables and to gain further insight into variables which were "borderline" in statistical significance. The results indicated a marginally significant relationship between work experience and retention which was clearly positive. Thus, these results support the Department of Labor's claim that work experience is a positive factor in enabling youth to remain in school. In addition, these results should calm the fears of economists and school system officials that such programs will draw students out of school prematurely and lead to a greater incidence of dropping out. Cohort: B.

667 JACKSON, PETER and MONTGOMERY, EDWARD. "Layoff, Discharge and Youth Unemployment." Presented: Cambridge, MA, Conference on Inner City Black Youth Unemployment, 1983.

Three different data sets (NLSY, CPS, and the NBER Survey) were used in this analysis of the unemployment experience of black youths. Blacks are found to be less likely than whites to quit or be temporarily laid off and more likely to be discharged or permanently laid off. The high rate of job loss for blacks appears to be the result of low tenure or seniority and lack of employment in sectors and occupations which seem to have lower turnover, layoff, and discharge rates. This difference in the incidence of job loss was found to be a major factor in explaining the difference between whites' and blacks' unemployment rates. Cohort: Y.

668 JACOB, HERBERT. "No Fault Divorce and the Post-Divorce Finances of Women." Presented: Washington, D.C., The Meetings of the Law and Society Association, The American Political Science Association, 1987.

This study examines Weitzman's hypothesis that the passage of no-fault laws has worsened the post-divorce financial situation of women. Using data from the Young Women's cohort (1968-1983), the analysis found no support for that hypothesis. No relationship was found between net family assets or salary and wage income of respondent (and husband, if present) and location of divorce or year of divorce (a proxy for location). Cohort: G.

669 JACOBS, JERRY A. "Industrial Sector and Career Mobility Reconsidered." *American Sociological Review* 48,3 (June 1983): 415- 421.

The relationship between industrial sector and career mobility is reexamined. It is argued that one must separate stayers and movers when studying career mobility. Data from the National Longitudinal Surveys of Older Men and from the March 1981 Current Population Survey are employed. Two industrial sector models are tested, and are compared with a blue-collar vs. white-collar dichotomy. Industrial sector is shown to have only a modest impact on career mobility and is no more important for blacks and women than for white men. For all groups, collar color inhibits career mobility significantly more than does industrial sector. Cohort: M.

670 JACOBS, JERRY A. *Revolving Doors: Sex Segregation and Women's Careers.* Stanford, CA: Stanford University Press, 1989.

Using large national samples of women studied over time to assess stability and change in the sex typing of career aspirations, college majors, and occupations, the author attempts to determine at what point during the life cycle women are tracked into women's jobs. His findings indicate remarkable rates of mobility between male-dominated, sex-neutral, and female- dominated fields on the part of individual women. Does this mobility imply the existence of equal opportunity for women? The evidence suggests the contrary, because, while individual mobility is common, change in the structure of sex segregation is slow. The author first places sex segregation in a historical and comparative context and critically assesses theories of segregation. He then develops a theory of sex segregation that stresses the enduring operation of social control processes that constrain women's career opportunities throughout the life cycle. Later chapters consider aspirations, education, and careers. The discussion of women's careers includes a review of the literature on harassment as well as case studies of sex segregation within the legal and medical professions. A chapter on reconciling economic and sociological perspectives on discrimination is followed by the conclusion which discusses comparable worth and other possible remedies.

671 JACOBS, JERRY A. "The Sex Typing of Aspirations and Occupations: Instability during the Careers of Young Women." *Social Science Quarterly* 68,1 (March 1987): 122-137.

This paper examines the extent to which socialization causes young women to pursue sex-typical careers. Three links are essential to the socialization perspective: (1) the sex type of young women's occupational aspirations must be stable over time; (2) the sex type of these aspirations must predict the sex type of occupations they pursue; and (3) the sex type of occupations women hold must be stable over time. Data from the NLS of Young Women show that each of these three links is weak. The conclusion highlights the role of career contingencies in the reproduction of the sex segregation of occupations. Cohort: G.

672 JACOBS, JERRY A. "The Sex-Segregation of Occupations and the Career Patterns of Women." Dissertation, Harvard University, N.D.

This thesis examines the relationship between the sex-segregation of occupations and the career patterns of women. While most women are channeled into female-dominated occupations, a minority obtain employment in fields where men predominate. Both groups are assumed to remain so employed throughout their labor force experience. It is assumed that the sex-segregation of occupations is mirrored in the careers of women. The hypothesis that women who change occupations during their careers rarely change the sex-type of their occupations is not supported. The characteristics of occupations and of individuals examined have only a weak effect on the process of sex-type mobility. The length of employment spells in each sex-type employment category is also examined using the demographic tool of survival analysis. The median length of spells in all categories is quite short--only several years in length. Moves to male-dominated occupations by women are facilitated by previous detachment from the labor force. It is argued that human capital, social-psychological and labor-market segmentation approaches to understanding the sex-segregation of occupations all need to take into account the striking degree of career mobility which crosses sex-type boundaries. It is argued that career experiences are crucial in maintaining the sex-segregated structure of occupations. Cohort: W.

673 JACOBS, JERRY A. "The Sex-Segregation of Occupations as a Circulating System." Presented: the Meetings of the American Sociological Association, 1985.

Evidence demonstrating a substantial degree of career mobility between male-dominated and female-dominated occupations is presented, focusing on the mechanism by which the sex-segregated structure of occupations is reproduced. Despite a high degree of segregation, the career patterns of individuals indicate substantial circulation between female-dominated, sex-neutral, and male-dominated occupations. Evidence on career patterns from the NLS of Mature Women and the Current Population Study shows that, for individuals changing detailed occupations, there is only a slight positive relationship between the sex-type of initial occupation and that of occupation of destination. Particularly striking is the high rate of attrition of women in male-dominated occupations, a substantial proportion of whom move to female-dominated jobs. Log-linear models are tested that indicate the consistency of this pattern for a variety of labor-market situations and for a range of demographic groups. The implications of these findings for research on sex-segregation and for policies designed to reduce sex-segregation are discussed. Cohort: W.

674 JACOBS, JERRY A. and FURSTENBERG, FRANK F. "Changing Places: Conjugal Careers and Women's Marital Mobility." *Social Forces* 64,3 (March 1986): 714-732.

The relationship between the socioeconomic status of successive husbands for two national samples of women (the Mature and Young Women cohorts) who married two or more times is investigated. Socioeconomic homogamy, as indicated by the educational attainment and occupational status of spouses, is similar in first and second marriages for both cohorts. On average, the socioeconomic standings of husbands in subsequent marriages are about equal to those in previous marriages, when adjustments are made for the career trajectories of the men involved. Socioeconomic variables, timing, and the presence of children all influence the chances of finding an accomplished second husband. The implications of these findings for the welfare of children of disrupted families and for future trends in socioeconomic homogamy are discussed. Cohort: G W.

675 JIANAKOPLOS, NANCY AMMON. "Household Wealth Accumulation during Periods of Inflation: Some Evidence from Longitudinal Data." Ph.D. Dissertation, The Ohio State University, 1983.

This study focuses on the effect of anticipated and unanticipated, inflation-related and real capital gains and losses on the accumulation of wealth by individual households. The ex post change in individual-household wealth, or saving, is hypothesized to be positively related to the quantity of unanticipated, inflation-related, real capital gains accruing to households. Similarly, individual-household saving is predicted to vary inversely with the quantity of anticipated, inflation-related, real capital gains which households experience. Measures of anticipated and unanticipated, inflation-related, real capital gains are incorporated into a life-cycle model of individual-household saving behavior. An individual-household saving function is estimated empirically using panel data from the NLS of Older Men. The parameters of the saving function, over the intervals 1966-1971 and 1971-1976, are estimated separately and in a pooled cross-section and time-series model. The preponderance of the empirical estimates support the hypothesized relationships. The greater-than-predicted magnitudes of the coefficient estimates associated with the unanticipated capital gains variable suggest that changes in wealth resulting from capital gains are not quickly recognized and are not easily rechannelled into consumption spending. The greater-than-predicted wealth accumulation out of capital gains can be interpreted as partially offsetting the less-than-predicted saving out of expected earnings and net worth estimated in the regressions. The results indicate that households respond to inflation-induced wealth changes by substituting saving from the appreciation of existing assets for the acquisition of new assets. The measures of real capital gains capture the influence of the composition, as well as the magnitude, of individual-household wealth. Including measures of real capital gains in a life-cycle model of individual household wealth accumulation improves the explanatory power of the model. The significance of both of the capital gains variables emphasizes the importance of distinguishing between anticipated and unanticipated real capital gains when examining the determinants of individual-household saving behavior. Cohort: M.

676 JOHNSON, SHIRLEY B. "The Impact of Women's Liberation on Marriage, Divorce, and Family Life Style." In: *Sex, Discrimination and the Division of Labor*, C.B. Lloyd, ed., NY: Columbia University Press, 1975.

The "Women's Liberation Effect" is defined as a change in the preference functions of women in the face of more activities outside the household. This paper utilizes an economic analysis to study the effects of the attitudinal change in women on household production functions, preference functions of spouses, and patterns of marriage, divorce, and household formation. In a final section, some feminist proposals for further changes in marriage and the married household are critically evaluated, using the economic model of marriage as a framework of analysis. The women's liberation effect appears to have lowered the economic returns to marriage, at least temporarily. The present demographic situation in the United States, characterized by a decline in the income elasticity of the marriage rate, a rise in the age at marriage, and a high rate of divorce, can be interpreted as reflecting a "disequilibrium" due to changing tastes as well as changing relative productivities of men and women within the context of the traditional marriage. In the long run, however, it is possible that changes in the preference functions of both men and women as well as changes in household production functions will fundamentally alter the way in which the cost and returns from marriage are evaluated. Cohort: W.

677 JOHNSON, T. V. "Description of 'Profile of American Youth' Data for Military Manpower and Personnel Analysis." Master's Thesis, Naval Postgraduate School, 1983.

The success of any military organization in accomplishing its mission depends largely on the quality of the personnel who constitute the organization. The NLSY and the Profile of American Youth (1980 nationwide administration of the Armed Services Vocational Aptitude Battery) offer a wealth of information on the behavior and characteristics of a nationally representative sample of young men and women. This thesis has developed a data base extract designed primarily for analysts seeking to obtain insights on the current and projected 'quality' of military personnel. Instructions for using the data base extract are provided, along with a brief description of the survey and the computer program (SPSS) and a selected group of frequency distributions from the extract. [NTIS AD-A141-257-6] Cohort: Y.

678 JOHNSON, WILLIAM G.; CURINGTON, WILLIAM P.; CULLINAN, PAUL R. "Income Security for the Disabled." *Industrial Relations* 18 (Spring 1979):173-83.

The authors analyze the deficiencies of social insurance programs for disabled workers. Four improvements are suggested to increase their adequacy and efficiency: (1) adopt measures of (after-tax) earnings capacity as the measure of adequacy; (2) consider the impact on households as well as on disabled individuals; (3) consider total and not individual benefits received by each household; and (4) identify gaps in the coverage provided by public programs for the disabled. The authors also suggest that consolidation of disability programs could increase administrative efficiency. Findings show that potential savings from program consolidation can only be identified by studies that consider the economic well-being of disabled households and the total benefits that are received from all public programs for the disabled. Cohort: M.

679 JOHNSON, WILLIAM R. "Job Shopping Among Young Men." Final Report, Employment and Training Administration, U.S. Department of Labor, 1980.

The causes and effects of job mobility among young men are examined. The effect of job mobility in the first five years of a worker's career is to improve matches between workers and job while mobility in the second five years does not appear to be efficient since it reduces wages and increases wage dispersion. Early mobility can be explained by unlucky first job matches and imperfect information about the labor market. Later mobility is reduced only by formal education. Race and family background do not affect job mobility when other factors are accounted for. Hence, the conclusion that some identifiable racial or social groups have "pathological" rates of job mobility does not seem to be warranted. Cohort: B.

680 JONES, ELIZABETH. "Racial Comparisons of Female Labor Market Entry Models." M.A. Thesis, Baylor University, 1979.

Attempts to discover the main determinants of variation in education, income, and occupational prestige for black and white females entering the job market reveal that in both the black and white models, years of education completed was the prime predictor of income and occupational prestige. The most pronounced difference between the models lies in the importance of structural and social-psychological variables for the black model as compared to the white model. Labor market discrimination appears to exist for occupational prestige but not for income. Cohort: G.

681 JONES, ETHEL B. *Determinants of Female Reentrant Unemployment.* Kalamazoo, MI: The W.E. Upjohn Institute for Employment Research, 1983.

This work questions the typical assumption that a woman's reentrance into the labor force is automatically accompanied by a spell of unemployment. The probability of reentrance and unemployment jointly happening is estimated and personal and labor market characteristics that lead to unemployment upon reentry are identified. The probability of unemployment upon reentry is estimated to be one-third. The reentrants more likely to experience unemployment are women of less education and less work experience, migrants, persons without young children, blacks, and those not identified with a particular type of work activity as indicated by occupational certification. The findings suggest both that simple policy prescriptions are not feasible and that continuation of the rise in labor force participation of women may not increase female unemployment rates. Cohort: W.

682 JONES, ETHEL B. "Union/Nonunion Differentials: Membership or Coverage?" *Journal of Human Resources* 17 (Spring 1982):276-285.

Data from the original four NLS cohorts are used to estimate the differences in the union wage effect when "unionism" is designated by membership compared with collective bargaining coverage. Contrary to a priori expectations, designation by membership results in the larger estimate. The author discusses why nonmembers who are covered by a collective bargaining contract appear to obtain a smaller wage advantage than union members, pointing out that the appearance of lower benefits may, in part, stem from response error. Cohort: B G M W.

683 JONES, ETHEL B. and LONG, JAMES E. "Human Capital and Labor Market Employment: Additional Evidence for Women." *Journal of Human Resources* 14 (Spring 1979):270-79.

This paper examines the effect of using potential experience as a proxy for actual labor market experience. Researchers often are forced to use "potential experience" due to the lack of data covering individual work histories. The results show that using models with potential experience may be poor guides for policy decisions because they underestimate the effect of past work experience on female employment rates. The paper also demonstrates that differences in human capital variables explain part of the difference in the employment ratios of blacks and whites. Differences in the ability of the various models to explain the black-white employment rate gap suggest that further research is needed to understand the employment differences among groups of people. Cohort: G W.

684 JONES, ETHEL B. and LONG, JAMES E. "Part-Week Work and Human Capital Investment by Married Women." *Journal of Human Resources* 14 (Fall 1979):563-78.

This paper uses NLS data to examine the relationship between part-week work and the wages and postschool human capital investment of married women. The empirical evidence presented is consistent with the hypothesis that part-week workers and their employers will have relatively lower incentive to invest in on-the-job training since part-week work means fewer hours in the labor market than full-week employment. The effect of part-week work by women on the male-female wage differential is ambiguous because the labor force participation of married women is discontinuous over the life cycle. Cohort: W.

685 JONES, ETHEL B. and LONG, JAMES E. "Part-Week Work and Women's Unemployment." *Review of Economics and Statistics* 63 (February 1981):70-76.

This report investigates differences in the spells and duration of unemployment between part-week and full-week workers. Once employee and labor market characteristics are introduced into the model, probability and duration of unemployment are found not to differ between the groups. Cohort: G W.

686 JONES, ETHEL B. and LONG, JAMES E. "Women and Part-Week Work." Final Report, Employment and Training Administration, U.S. Department of Labor, 1978.

This two-part report examines four aspects of the part-week job association of married women: (1) the proportion experiencing part-week employment; (2) characteristics increasing the probability of part-week work; (3) the wage effect from part-week in the work-life history; and (4) and the impact upon her unemployment experience. The data base is the NLS of Young Women (1968-73) and of Mature Women (1967-72). Over a six-year period, three of every five women who worked held a part-week job. The work history usually showed both part-week and full-week. The test of a household decision-making model found young children, more children, a higher-income husband, a lower potential market wage, and poor health among significant factors increasing the probability of part-week employment. Intervals of part-week employment increased the current wage less than full-week. At particular periods of potential work-life, no work experience was less depreciating of future earnings than part-week employment. Compared with full-week, unemployment incidence was less frequent, and no consistent differences were observed with respect to duration or the multiplicity of spells of unemployment. Cohort: G W.

687 JOVANOVIC, BOYAN and MOFFITT, ROBERT. "An Estimate of a Sectoral Model of Labor Mobility." Paper, C. V. Starr Center of Applied Economics, New York University, 1988.

This paper develops a model of sectoral labor mobility and tests its main implications. The model nests two distinct hypotheses on the origin of mobility: (a) sectoral shocks, and (b) worker-employer mismatch. The relative importance of each hypothesis is estimated; it was found that the bulk of labor mobility is caused by mismatch rather than by sectoral shift. Cohort: B.

688 JUD, G. DONALD. "Racial Discrimination and Occupational Choice: Estimates Based on a Sample of Young Men." Final Report, Employment and Training Administration, U.S. Department of Labor, 1979.

The study employs data from the NLS of Younger Men for 1970 and 1975 to examine the economic and social factors that account for black-white earnings differentials and to determine how the effect of these socio-economic factors differ depending on the individual's chosen career path and parental background. Single equation earnings models that allow variable interactions between race, occupation, and socio-economic background are estimated, and racial, occupational, and social class differentials in the determinants of earnings are examined cross-sectionally and through time. Because the study employs a longitudinal sample of younger men, black-white differentials in the returns to training and experience (both general and firm-specific) are measured directly and possible racial differences in the level of OJT are explicitly quantified. Cohort: B.

689 JUD, G. DONALD and WALKER, JAMES L. "Class and Race Discrimination: Estimates Based upon a Sample of Young Men." *Social Science Quarterly* 57,4 (March 1977):731-749.

Recent data and research indicate that the traditional patterns of racial inequality of opportunity have changed. The educational gap between the races has narrowed and employment discrimination appears to have significantly declined. However, the gains have not been equally distributed among the black population. This suggests that while employment discrimination against highly educated black males may have virtually disappeared, large numbers of lesser educated black males still suffer from significant racial discrimination. Results point to the continuing existence of substantial racial discrimination. And, although racial discrimination appears stronger for blacks of lower socioeconomic background, pervasive discrimination by class as described by some radical economists cannot be documented. Cohort: B.

690 JUSENIUS, CAROL L. "The Influence of Work Experience, Skill Requirement, and Occupational Segregation on Women's Earnings." *Journal of Economics and Business* 29 (1976-77):107-15.

Two possible causes for women's lower wages relative to those of men are examined: that women have less work experience and that they are employed mainly in stereotypically female occupations. The results indicate that both work experience and occupational segregation are critical determinants of women's wage position. Women earn significantly less in low-skill typically female occupations as compared to low-skill typically male occupations. However, women in high-skill typically female occupations do not earn less than their counterparts in typically male occupations. Cohort: W.

691 JUSENIUS, CAROL L. "Occupational Change: The Movement of Women Between Stereotypically Male and Female Jobs." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1975.

The article reports on changes in the distribution of women in traditionally male and and traditionally female jobs between 1967 and 1971. The data on movements between typical and atypical occupations indicate that although white women are moving into stereotypically male jobs, black women are not. Black women who move from atypical to typical jobs appear to earn only 80 percent of the rate of white women. Atypical jobs appear to be less satisfying than typical, but more lucrative, for women of all races. Cohort: W.

692 JUSENIUS, CAROL L. and SANDELL, STEVEN H. "Barriers to Entry and Re-Entry into the Labor Force." Presented: Workshop on Research Needed to Improve the Employment and Employability of Women, U.S. Department of Labor, 1974.

This paper focuses on barriers that women face when they consider entrance or re-entrance into the labor force. Part I discusses, in general terms, the problem and the existing literature on the subject points out those topics which require additional research. Part II focuses on some of the methodological and empirical problems inherent in such analysis as they bear on future research needs. Cohort: G W.

693 JUST, DAVID ALLEN. "The Relationship between Female Delinquent Behavior and Work Values, Occupational Aspirations, and Labor Market Experience." Doctoral Dissertation, The Pennsylvania State University, 1984.

The purpose of this study was to determine the relationship between female delinquent behavior and work values, occupational aspirations, and labor market experience. Data was derived from the 1980 NLSY. Analyses were conducted on approximately 4,000 youth and three criterion variables were used: work values, occupational aspirations, and labor force status. The variates examined were: delinquency, gender, ethnic origin, age, suspension from school, current residence (rural/urban), and residence in a SMSA. Three methods of analysis were applied to the data: logistic regression (to analyze work values, employment status, and expected ability to achieve aspirations at age 35); least squares regression (to determine the relationship between the variates and the criterion variable, "occupational aspirations"); and cross-tabulation (to illustrate the relationship between the delinquency index and employment status). The findings were of two types: variates that showed a distinct relationship with the criterion variables; and those which were significant because they did not show any relationship to the criterion variables. Of the former, the variate, "suspension from school," had a markedly negative influence for both males and females: for example, females suspended from school may be more likely to have lower employment rates and lower expectations than those not suspended. On the other hand, delinquency seemed to affect the variables in quite a different manner: work values and aspirations were not adversely affected by delinquency, and in the case of employment rates, as the number of delinquent acts increased--so did the employment rates. The remaining variates, such as age and current residence, were also assessed in relationship to the three criterion variables; here again, some mutual exclusivity was noted. For instance, current residence seemed to have no effect on either work values or occupational aspirations. Recommendations were offered concerning the reduction of present inequities, integration of the school system with the juvenile justice system, and the initiation of further research and pilot programs within the vocational education system. Cohort: Y.

694 KABIR, MD. HUMAYUN. "Socio-Economic Determinants of Mobility of Middle Aged Men in the United States." Ph.D. Dissertation, Brown University, 1981.

This study sought detailed information on the possible determinants of geographic mobility of middle aged men. Mobility depended on background, socio-economic status, life cycle stage, labor force status, and health conditions. Cohort: M.

695 KAHN, JOAN R.; KALSBEEK, WILLIAM D.; HOFFERTH, SANDRA L. "National Estimates of Teenage Sexual Activity: Evaluating the Comparability of Three National Surveys." *Demography* 25,2 (May 1988): 189-204.

In this article, the reliability with which teenage sexual activity was reported in three recent national surveys is examined. Unlike other study-effects analyses of objective demographic phenomena such as births and marriages, the study focuses on a more sensitive question - age at first intercourse as reported in three very different surveys. Specifically, we compare reports for the 1959-1963 cohort in the 1979 Kantner-Zelnik Study of Young Women, the 1982 National Survey of Family Growth, and the 1983 wave of the NLSY. For the ages when the majority of teens become sexually active (16-19), the three surveys provide comparable estimates of early sexual activity. For the younger teen ages, however, there is some disagreement among the estimates. Nevertheless, all three studies produce consistent estimates of the determinants of sexual activity throughout the teen years. Cohort: Y.

696 KAHN, LAWRENCE M. "Union Strength and Wage Inflation." *Industrial Relations* 18 (Spring 1979):144-55.

The hypothesis that the effect of union strength on wage inflation differs according to overall economic conditions is tested using ordinary least squares regression analysis of data for a period of relatively high employment (1968-1969) and for a period of recession (1970-71). In general, the results indicate that union strength has a rather small, but positive, impact on wage inflation for union members during periods of economic expansion and a similar moderate and positive effect on wages for non-union and union workers during recessionary periods. Cohort: B.

697 KAHN, LAWRENCE M. "Wage Growth and Endogenous Experience." *Industrial Relations* 19 (Winter 1980):50-63.

This study uses the NLS of Young Men and Women to estimate the effect of the accumulation of employment experience on wage growth. Unlike previous work on wage growth, the endogeneity of experience is explicitly taken into account through the use of two-stage least squares. Comparison of OLS and 2SLS suggests the existence of a reciprocal impact between wage growth and experience. In addition, the effects of business cycle conditions on wage growth are examined by race-sex group. Knowledge of such effects can be useful in evaluating the impact of a full-employment national economic policy on labor market inequality. Cohort: B G.

698 KAHN, LAWRENCE M. and LOW, STUART A. "An Empirical Model of Employed Search, Unemployed Search, and Nonsearch." *Journal of Human Resources* 19,1 (1983): 104-117.

The 1969-1971 NLS of Young Men were used to study the employed worker's choice among employed search, unemployed search, and not searching for a new job. It was assumed that an unobserved variable, search intensity, governs this choice such that unemployed search involves a greater intensity than employed search, which, of course, is associated with greater intensity than nonsearch. The principal results are that current wages, seniority, collective bargaining coverage, employment outside construction, and employment by government are each, ceteris paribus, negatively associated with search intensity. Further, each of these variables lowers the probability of not searching and raises the probabilities of employed and unemployed job search. Cohort: B.

699 KAHN, LAWRENCE M. and LOW, STUART A. "The Relative Effects of Employed and Unemployed Job Search." *Review of Economics and Statistics* 64 (May 1982):234-41.

This paper uses the NLS of Young Men to estimate the relative wage effects of employed and unemployed job search. Unemployed search in principle allows one to contact more firms per unit of time than employed search; however, unemployed search also implies foregone wages. Because search mode (i.e., employed vs. unemployed) results from a worker choice process, the endogeneity of search mode must be taken into account in estimating the relative wage effects of the two search modes. Using selectivity-bias correction techniques, it is found that unemployed search yields about a 10 percent higher expected wage offer than employed search. Cohort: B.

700 KAHN, LAWRENCE M. and LOW, STUART A. "The Wage Impacts of Job Search." *Industrial Relations* (Winter 1982):53-61.

This research, unlike studies of the return to quitting, accounts for search that does and search that does not lead to job change. More importantly, unlike all previous studies of the return to quitting (except Blau and Kahn, 1981), and unlike Black (1980), this study controls for the endogeneity of the search decision in estimating its wage effects. It is found that when the endogeneity of the search decision is taken into account, search does yield a greater expected wage offer than would have been obtained in the absence of search. The importance of controlling for selectivity bias (between searchers and nonsearchers) is underscored by the negative estimated effect of search using single equation methods. In addition, several of the single equation quit studies (Bartel and Borjas, 1977; Cooke, 1979, 1980; Black, 1980) found negative returns to quitting (and Black's results for the wage effects of search also sometimes indicated a negative return). Although there may also be nonpecuniary or long run wage returns to searching, selectivity bias corrected results suggest that there is an immediate wage payoff to search activity. Cohort: B.

701 KAHN, SHULAMIT and GRIESINGER, HARRIET. "Female Mobility and the Returns to Seniority: Should EEO Policy Be Concerned with Promotion?" *The American Economic Review* 79,2 (May 1989): 300-304.

This paper investigates the effect of sex differences in quit response to wage incentives. Using data from the NLS of Young Men and Young Women, it was found that full-time working women who have held their job a year or more are more responsive to wage incentives than men. Cohort: B G.

702 KAHNE, HILDA. "Economic Research on Women and Families." *Signs* 3 (Spring 1978):652-65.

Recent economic research on women and families has increased both in volume and in range. This review covers studies of women's productive activities and their roles in the market and in the American family. It emphasizes new directions in nonmarket and family-related research and in contributions to the study of productive activities and work discontinuities over time. Although the writings of economists define the profile of issues considered relevant, contributions of other social scientists are also included. Cohort: W.

703 KAHNE, HILDA and KOHEN, ANDREW I. "Economic Perspectives on the Roles of Women in the American Economy." *Journal of Economic Literature* 13 (December 1975):1249-92.

The purpose of this article is to present in nontechnical language an overview of some of the recent economic literature relating to women. The article identifies the range of topical interests of economists and spells out some of the findings. This review cannot cover all of the economic areas bearing on women. It looks primarily at the literature relating to women's economic roles and omits a number of areas where a general, theoretical or analytic framework also has a relevance for women. Cohort: G W.

704 KALACHEK, EDWARD. "Longitudinal Surveys and Labor Market Analysis." In: *Counting the Labor Force*, Volume 2: Data Collection, Processing & Presentation: National & Local, Washington: U.S. Government Printing Office, 1979.

All major labor market relevant panels either in existence or being created are described to review their development, to assess their contribution to the system of employment and unemployment statistics, and to indicate opportunities for major improvements. The record of labor market research based on panel data is reviewed. One section explores the promise and limitations of the Current Population Survey viewed as a longitudinal subfile. Cohort: B M.

705 KALACHEK, EDWARD; MELLOW, WESLEY; RAINES, FREDERIC. "The Male Labor Supply Function Reconsidered." *Industrial and Labor Relations Review* 31 (April 1978):356-67.

The failure to achieve an adequate theoretical grounding for either the wage or the labor supply concept partly accounts for the wide variety of results yielded by econometric investigations of the labor supply function based on individual households. The theoretical background can be supplied by decomposing wages into permanent and transitory components and by expanding labor supply to include unemployment time. Data from the National Longitudinal Survey was used to examine the labor supply function for older males and findings suggest that prior labor supply studies are irrelevant for assessing the impact of public policy proposals. An exaggerated emphasis appears to have been placed on the position of the budget line. This emphasis does not reflect the parameters affecting labor supply decisions. Labor supply variation derives less from wage variations than from variations in attitudes, health, and demographic factors. Unemployment time for mature males is also actually desired work time and must be considered as such when examining policy issues. Cohort: M.

706 KALACHEK, EDWARD; RAINES, FREDERIC; LARSON, DONALD. "The Determination of Labor Supply: A Dynamic Model." *Industrial and Labor Relations Review* 32 (April 1979):367-77.

This paper specifies a model of labor supply change to test the sensitivity of static results and estimate the speed of labor supply response to discrepancies between actual and desired hours of work. Employing data from the 1966, 1969 and 1973 waves of the NLS of Older Men, the authors find that workers respond rapidly to changes in desired labor supply, fully adjusting actual hours within a two-year interval, but that pre-existing labor supply disequilibrium is liquidated more slowly. The authors infer that institutional constraints on hours are of limited importance but those imposed by area- or industry- specific demand fluctuations are of more importance. Cohort: M.

707 KALACHEK, EDWARD and RAINES, FREDERIC. "Static and Dynamic Labor Supply Functions." Final Report, Employment and Training Administration, U.S. Department of Labor, 1978.

Data from the NLS of Older Men are used to examine the determinants of wage differences, labor supply and labor supply change. The analysis stresses the distinction between the permanent and transitory components of wages, and differential responses to these coefficients. Findings include: (1) personality, attitudinal and psychological characteristics affect wages; (2) workers with the same human capital receive substantially different wages; (3) this difference affects quits, layoffs, the duration of unemployment and hiring standards; (4) labor supply responds positively to the permanent and negatively to the transitory component of wages; (5) the use of measured wages in labor supply regressions leads to misleading results; and (6) workers adjust labor input rapidly when their leisure-income choices alter. Cohort: M.

708 KALACHEK, EDWARD and RAINES, FREDERIC. "The Structure Of Wage Differences Among Mature Male Workers." *Journal of Human Resources* 11 (Fall 1979):454-506.

A number of hypotheses concerning the determinants of interpersonal differences in wages are developed and tested. The role of personality structure and of knowledge acquired costlessly from the environment in the overall formation of human capital is found to be considerably important. Testing the hypothesis that labor market segmentation and disequilibrium account for a substantial portion of the variance in wages shows that human capital differences appear to be the prime determinant of interpersonal differences in wages among older males, but that workers with the same level of human capital can earn substantially different wages depending on union membership, industry, and occupation affiliation. Cohort: M.

709 KALACHEK, EDWARD and RAINES, FREDERIC. "Trade Unions and Hiring Standards." *Journal of Labor Research* 1 (Spring 1980):63-75.

The empirical data are compatible with the hypothesis that employers respond to union wage premiums by raising the educational component of hiring standards. This behavioral mechanism by which rents are liquidated appears to be bringing about a significant shift in the quality location of American workers. More education increasingly represents preparation for a union job. Normative considerations aside, the implications of the process for the distribution of income and for the allocation of educational resources would seem to warrant serious consideration. Cohort: B G M W.

710 KALLEBERG, ARNE L. and HUDIS, PAULA M. "Wage Change in the Late Career: A Model for the Outcomes of Job Sequences." *Social Science Research* 8 (1979):16-40.

This paper elaborates a model for the outcomes of job sequences and illustrates its utility by an empirical analysis of the determinants of wage change for men in their late careers. We argue that job sequences represent the basic components of careers and that a focus on these sequences is useful for explaining the determinants of socioeconomic inequality over the life cycle. Our model permits us to estimate the effects on wage change of a wide array of personal resources and measures of the opportunity structure. We further assess how these types of factors differentially affect wage change for various patterns of labor market behavior and for blacks vs. whites. Our empirical analysis of data from the NLS of Older Men suggests the importance of patterns of job sequences for wage change and for the explanation of racial differentials in career advancement. Cohort: M.

711 KANDEL, DENISE B. "Pregnancy, Parenting, and Drug Use." (In-progress Research).

The overall aim of the research is to further the understanding of the relationships of drug use to sexual activity and premarital fertility among young men and women. Secondary analyses will be carried out on a representative national probability sample of young men and women from the NLSY, the longitudinal survey conducted by Ohio State University. This national sample (N=12,069), first interviewed in 1979 at age 14-21, and reinterviewed at annual intervals through 1985, includes an overrepresentation of blacks (N=2,986), Hispanics (N=1,959) and disadvantaged whites (N=1,929), and members of the armed forces (N=1,215), as well as a large number school dropouts (N=3,402) (1984 unweighted sample sizes). Although originally designed as a study of the labor force experiences of young Americans, since 1982, participants have also been queried annually about their use of alcohol, sexual activity and fertility histories. In Wave VI (1984), at age 19-26, several questions on illicit drug use and cigarette smoking were included by the principal investigator under funding from NIDA. The specific aims of the research are to assess: (1) the relationships between the use of legal and illegal drugs (alcohol, cigarettes, marijuana and other illicit drugs) and fertility behavior, including sexual activity, contraceptive practices and childbearing among young men and women, and premarital pregnancies among young women; (2) the effects of the use of alcohol, cigarettes and illicit drugs on the health behavior of mother and child, in particular prenatal maternal and postnatal infant medical care, birth outcome and breastfeeding; (3) limited aspects of the effects of alcohol, cigarettes and illicit drug use on child-rearing practices of men and women; and (4) the contrasts and similarities of effects outlined in (2) and (3) separately among adolescents and young adults. In addition to cross-tabulations and regression analyses, modified Guttman scaling will be used to investigate developmental sequences of involvement in drug use and sexual activity. The dynamic relationships between drug use and sexual behavior will be explored through event history analysis. The NLS provides an opportunity to investigate the relationships between two health compromising behaviors among groups of young people known to be at an especially high risk for experiencing premarital pregnancies. [FEDRIP/NTIS] Cohort: Y.

712 KARMAS, CONSTANTINE. "Progress through College: Determinants of Successful Completion of Each Undergraduate Year." Ph.D. Dissertation, The Ohio State University, 1974.

The stability of various proposed determinants of success in (or of dropping out of) college is investigated, with focuses on whether a set of factors determines success in college and whether there is a set of such determinants which is common to all four stages. Cohort: B.

713 KASTEN, RICHARD A. "Studies of Occupation Mobility for Black and White Men." Ph.D. Dissertation, Massachusetts Institute of Technology, 1975.

This thesis consists of two studies of the occupational distributions of black and white males. In the first part the occupational success of older men was studied to determine if the civil rights movement and the low unemployment at the end of the 1960s had any effect on the relative occupational success of older black males. It was found that there was little improvement in the treatment of these men and that blacks did not fare as well in the labor market as whites with identical characteristics. Only a small part of the differential between the occupation distributions of blacks and whites would be eliminated if the mobility probabilities estimated for 1969 were maintained indefinitely. About 40 percent of the gap which would remain cannot be explained by blacks' poor educations and unstable marriages. The second part of the thesis is a discussion of how rapidly the occupation gap between black and white men would narrow if blacks and whites with the same characteristics had identical distributions of occupations. A model of education, occupations, and demography was estimated and used to project the 1970 population and its descendants to the year 2000. It was found that nearly half of the gap will be closed by 1990, but, since blacks, especially blacks from broken families, are predicted to get less education than whites from similar backgrounds, the occupation distributions of blacks will remain below the white distribution as long as black educational and demographic probabilities remain at their 1969 levels. Cohort: M.

714 KEANE, MICHAEL; MOFFITT, ROBERT; RUNKLE, DAVID. "Real Wages over the Business Cycle: Estimating the Impact of Heterogeneity with Micro Data." *Journal of Political Economy* 96 (December 1988): 1232-1266.

One of the oldest questions in macroeconomics concerns the correlation between the business cycle and the real wage. The authors provide new evidence on this question by examining the possible bias that arises when: (1) workers have unobserved characteristics that affect their wages; and (2) those workers who move in and out of the workforce over the cycle have systematically different unobserved characteristics than those who stay in. The authors also distinguish between the bias that arises from those unobserved characteristics that are permanent components of wages and those which are transitory. Micro panel data from the Young Men cohort and maximum likelihood selectivity bias techniques were utilized to estimate both the extent of this selectivity-cum-aggregation bias and the true effect of the cycle on real wages. It was found that selectivity bias is present--workers are more likely to lose employment during a recession if they have high wages, especially if they have a high transitory wage component. The primary source of this selectivity bias is a rigid-wage manufacturing sector in which those with both high permanent and transitory wages are more likely to be laid off. Overall, the effect of selectivity is to bias OLS estimates based only on workers in a procyclical direction. The results show that the true effect of the cycle on wages is still procyclical, but much smaller in magnitude than previous estimates using micro data have suggested. Cohort: B.

715 KEDDEM, ALIZA MIZRACHI. "The Integration of Wives into Wage-Work and the Working-Class' Struggle to Maintain its Standard of Living." Ph.D. Dissertation, University of Oregon, 1984.

This study examines in a historical context the increasing employment of wives from American working-class families. Ten years of panel data from the NLS are analyzed using multiple regression and discriminant analysis techniques to determine the effects on wives' employment of economic pressure, young children, demand for women workers, unemployment, occupation, education, race, husband's employment, health of wife and husband, age, husband's labor market experience, and region of residence. The findings suggest that income adequacy is an important determinant of wives' employment. A reduction in child-care responsibilities over time removes a major obstacle to employment, and decreases the number of claimants on family resources. This pattern is reflected in the secular decline in the effect of income adequacy on wives' employment. The demand for women workers has a positive impact on women's employment. The overall state of the economy, reflected in the rate of unemployment, had little impact on wives' employment and decreased over time. Wives' labor force participation does not respond to changes in husbands' employment status, indicating that wives have become "permanent added-workers." Professional occupations exert a strong positive influence on wives' employment. The substantial impact of a profession is related to its intrinsic non-monetary values and greater monetary rewards. Although education does not influence employment, the joint effect of less education and a non-professional occupation is negative. The well-known high rates of employment of black wives are supported. Black families are in greater economic need than white families, and race is one of the better predictors of a wife's employment status. While their own poor health strongly deters women's employment, their husbands' poor health has an opposite effect. Neither region of residence nor a woman's own age or her husband's labor market experience strongly influence her employment. Cohort: W.

716 KERCKHOFF, ALAN C. and EVERETT, DIANE D. "Sponsored and Contest Education Pathways to Jobs in Great Britain and the United States." *Research in Sociology of Education and Socialization* 6 (1986): 133-163.

Examined here are hypothesized differences in social mobility processes in the United States and Great Britain based on sponsored and contest norms in the regular school system and in the vocational education system. Multivariate analyses of data from the 1976 NLS for the United States and the 1972 Oxford Social Mobility Survey for Great Britain (number of cases = 2,904 and 2,345, respectively) show that the relative effects of social background and educational experiences for males aged 25-34 are the same in the two countries. However, the form of the education effects are different. In Great Britain, type of secondary school (academic versus nonacademic) and vocational education better predict level of occupation, while in the United States, the number of years of schooling is more important in predicting occupational placement. Sponsorship in regular education also appears to carry over into the vocational education system in Great Britain: there is a stronger link between type of secondary school curriculum and type of vocational education obtained in Britain than in the United States. While these results are consistent with Ralph H. Turner's differentiation of sponsored and contest mobility systems (see SA 9:1/619127), neither society strictly conforms to the mobility patterns suggested by him. Rather, the social mobility processes more readily reflect James Rosenbaum's "tournament model," especially in Great Britain (Making Inequality: The Hidden

Curriculum of High School Tracking, 1976). The importance of considering nonregular educational experiences in studies of the role of education in occupational attainment is emphasized. It appears that the difference between the two societies lies in the education system, not in a more general rigidity in the British stratification system. [Sociological Abstracts, Inc.] Cohort: B.

717 KERCKHOFF, ALAN C. and JACKSON, ROBERT A. "Types of Education and the Occupational Attainments of Young Men." *Social Forces* 61 (September 1982):24-45.

We examine the effects of high school curriculum and vocational training on occupational outcomes among young men 25-29 and 29-33 years of age. The effects on both occupational status and occupational routines (concern with people, data, and things) are reported. Returns to years of schooling tend to be greater for whites, but returns to curriculum and vocational training are generally greater for blacks. The major exceptions to stronger effects of vocational training for blacks involve skilled manual training and occupations dealing with things. The findings are interpreted as indicating that: (1) the usual status attainment model has inadequately specified the relationship between educational and occupational attainment; (2) the common conclusion that black occupational outcomes are less predictable than those of whites is unwarranted; and (3) curriculum and vocational training have such strong effects for blacks because they help more blacks into people-and data-processing occupations. Cohort: B.

718 KERCKHOFF, ALAN C. and PARROW, ALAN A. "Early Career Contingencies in the Process of Status Attainment." Final Report, Manpower Adminstration, U.S. Department of Labor, 1977.

The Young Men sample of the NLS was used to investigate the effects of marriage and parenthood on educational and occupational attainment. The subjects were 14 through 24 years of age in 1966 and were followed through 1970. Multiple regression analyses were conducted for separate sub-samples which were homogeneous with respect to age, race, marital status and school enrollment status in 1966. Cohort: B.

719 KERCKHOFF, ALAN C. and PARROW, ALAN A. "The Effect of Early Marriage on the Educational Attainment of Young Men." *Journal of Marriage and the Family* 41 (February 1979):97-107.

In this study, the effects of early marriage are assessed within a multivariate model of educational attainment. Seven separate subsamples of young males are analyzed with respect to race and age, who were unmarried and in school in 1966. By 1970, those in the younger age cohorts of both races who had married in the interim had significantly less education, even after the effects of a powerful set of other predictive variables are considered. Prior educational attainment as well as age at marriage are important variables; age at marriage appears to have a depressing effect for those in high school at age 17 but not for those in college at the same age. Cohort: B.

720 KERCKHOFF, ALAN C. and PARROW, ALAN A. "Sex Differences in Early Contingencies in Attainment." Report, U.S. Department of Labor, 1975.

The effect of marriage and parenthood on educational and occupational attainment is investigated. The findings show that significant depressing effects on both educational and occupational attainments are associated with early marriage and early parenthood. For white women, age at marriage and parenthood are highly correlated and the separate effects of each are difficult to specify. In comparison, early marriage and early parenthood produce independent depressing effects for blacks. Females experience greater educational losses than males due to marriage, males show no loss due to parenthood, and females suffer occupational losses because of early marriage and early parenthood. Cohort: G.

721 KETTERLINUS, ROBERT D.; ELSTER, ARTHUR; LAMB, MICHAEL E. "Problem Behaviors of Adolescents who are Virgins, Parents, or Nonprimaparious but Sexually Active." (In-progress Research).

The association between adolescent sexual behavior and problem behaviors is assessed in a sample of male and female adolescents from the NLSY. Preliminary analyses indicate that there are linear associations between age and sexual status (virgin, sexually active but never pregnant, or parents) and involvement in four types of problem behaviors: school-related, personal violence, drug use, and stealing. Log-linear models are being tested to formally test these relationships and how they might differ among males and females, and to further assess the effects of other independent variables (e.g., religiosity, urban vs. rural, SES, etc.). Cohort: Y.

722 KETTERLINUS, ROBERT D.; HENDERSON, SANDRA; LAMB, MICHAEL E. "Maternal Age, Sociodemographics, Prenatal Health, and Behavior: Influences on Neonatal Risk Status." (Forthcoming).

The effects on neonatal outcomes of maternal age, socioeconomic status, and prenatal health and behavior were assessed in the NLSY. Primagravids were categorized into one of four age-at-birth groups: 13 to 15-year-olds, 16- to 18-year-olds, 19- to 21-year-olds, or 22- to 30-year-olds. Younger mothers were lighter, gained less weight during pregnancy, and sought prenatal care later in their pregnancies. Neonates of the youngest mothers on average had lower birthweights, and had shorter gestational periods. There were significant effects of maternal age, race, education, and pregnancy weight gain on the probability of giving birth to either a premature or low birthweight infant. Tentative results also implicated time of first prenatal care in prematurity. Cohort: Y.

723 KETTERLINUS, ROBERT D.; LAMB, MICHAEL E.; HENDERSON, SANDRA. "Maternal Age, Intelligence, and Sociodemographics: Relative Effects on Children's Math and Reading Achievement." Forthcoming.

Multiple regression analyses were used to assess the relative effects of maternal age-at-birth of child, intelligence, and sociodemographic factors on children's math and reading achievement. The sample consists of 1880 women and their school-age children from the NLSY. Maternal intelligence accounted for approximately 10% of the variance in the children's PIAT math and reading scores: sociodemographic factors helped explain an additional 3% of PIAT reading scores and 4% of PIAT math scores. Maternal age alone did not predict math or reading achievement scores. In the final models, significant predictors of math and reading scores included maternal intelligence (a positive correlation), race (Blacks had lower scores relative to Whites and Hispanics), and an interaction of race and maternal age (children of young black mothers had higher scores than children of older black mothers). Cohort: C.

724 KETTERLINUS, ROBERT D.; LAMB, MICHAEL E.; STERNBERG, KATHY; HENDERSON, SANDRA; et alia. "Patterns and Quality of Daycare & Quality of Home Environment as Predictors of Children's School Achievement and Problem Behaviors: Adolescent vs Adult Mothers. " (In-progress Research).

Adolescent and adult mothers from the NLSY are compared on the patterns and quality of daycare and the quality of the home environment. Differences among adolescent and adult mothers on these factors are assessed relative to differences between the children of adolescent and adult mothers on school achievement and problem behaviors (over two points in time if possible). Cohort: C.

725 KHOSROSHAHIN, MEHDI. "Migration Streams Among White Middle-Aged and Elderly American Men in the Context of Migration Turnaround." Ph.D. Dissertation, Utah State University, 1984.

This research has focused on four major comparisons of socio-demographic characteristics of metropolitan turnaround migration among white middle-aged and elderly American men between 1967-1975. Included are outmigrants versus nonmigrants at origin, inmigrants versus nonmigrants at destination, migration streams and migration direction and distance. The specific characteristics for which comparisons were conducted were: age, marital status, number of school age children in the household, employment status, education and yearly total net family income. The data set employed in this investigation was the Older Men cohort of the NLS. Each respondent contributed four residential segments. The data were subjected to two kinds of analysis: descriptive and multivariate. In the descriptive analysis, the indexes of dissimilarity of net difference were employed as summary measures. A stepwise discriminant analysis was used in the multivariate analysis. Multivariate findings of outmigrants versus nonmigrants at origin indicates that outmigrants from metropolitan origins tended to be older and not employed relative to their nonmigrant counterparts, whereas outmigrants from nonmetropolitan origin tended to have higher education than their nonmigrant counterparts. Comparison of inmigrants versus nonmigrants at destination showed nonmetropolitan migrants tended to be older and have more yearly total net family income than migrants in the opposite stream. Concerning migration distance comparison within streams, metropolitan to nonmetropolitan long distance migrants were younger, less likely to be employed and to have higher yearly total net family income than metropolitan to nonmetropolitan short distance migrants. On the other hand, long distance migrants within the nonmetropolitan to metropolitan stream had higher levels of educational attainment than short distance migrants. Regarding migration stream comparison within distance categories, our finding reveals metropolitan to nonmetropolitan migrants tended to be older and had higher yearly total net family income than nonmetroploitan to metropolitan migrants regardless of distance. On the other hand, long distance metropolitan to nonmetropolitan migrants had lower levels of educational attainment than migrants in the opposite stream. [UMI ADG84-03198] Cohort: M.

726 KIEFER, NICHOLAS M. "Conditional Likelihood Models for Heterogeneity in Longitudinal (Panel) Data." Report, Employment and Training Administration, U.S. Department of Labor, 1980.

The report develops econometric models for heterogeneity in panel data. The conditional likelihood approach, which requires few and unrestrictive assumptions about the distribution of unobservables in the population, is used. The techniques are applied to estimate an intertemporal substitution (of time) elasticity based on the NLS data. The elasticity was found to be somewhat sensitive to the estimation technique. Conditional likelihood estimates are about .05 for white males and .1 for nonwhite males. These can be interpreted as effects of a temporary wage subsidy program, perceived by workers as not strongly affecting lifetime income. Cohort: B.

727 KIKER, B.F. and ROBERTS, R. BLAINE. "The Durability of Human Capital: Some New Evidence." *Economic Inquiry* 22,2 (April 1984):269-281.

This study investigates the effect of chronological aging, experience, job search, change of job and/or employer, and formal training on wage growth of a sample of young men. The empirical analysis of wage change suggests that current changes in experience, schooling and other variables affecting productivity play a larger part in explaining wage growth than previously suggested, which results in a strong negative effect of aging on wage growth. Revision of the work experience definition and separation of a worker's time into work experience, out-of-labor-force, and unemployment significantly increases the estimate of the return to experience. Finally, coefficients on interaction terms for blacks and whites display considerable differences in how changes in wage rates by race react to independent variable changes, although the overall response pattern is similar for both races. Cohort: B.

728 KIM, CHOONGSOO. "The All-Volunteer Force: 1979 NLS Studies of Enlistment, Intentions to Serve, and Intentions to Reenlist." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1982.

Chapter I, "Choosing Among Military Enlistment, College, Enrollment, and Other Civilian Pursuits," examines why individuals with similar human capital attributes choose different paths. Potential armed forces personnel are identified in Chapter II, "The Supply of Potential Armed Forces Personnel: A Cross-Section Study of Intentions to Enlist in the Military Service among Male Youth Who Have Never Served," which also analyzes personal characteristics of male youth who intend to enlist in the military service in the near future. Chapter III, "The Supply of Potential Reenlistment: A 1979 Cross-Section Study of Intentions to Reenlist among those Serving their First Term of Duty," identifies the first-term service members who have positive intentions to reenlist at the end of their term of duty. Included among findings are that: (1) military service is favored over college and other civilian pursuits as local labor market conditions deteriorate; (2) positive intentions to serve are inversely related to educational attainment and socioeconomic status and positively correlated with the perception of approval of enlisting in the military by the person who has the greatest influence upon the respondent's decisions; (3) the principal reason among black and Hispanic youth for intending to enlist is to take advantage of the post-service educational benefits, while obtaining occupational or on-the-job training other than regular schooling appears to be the primary motivation among whites; and (4) job satisfaction of military personnel serves as a strong indicator of positive reenlistment intentions. Cohort: Y.

729 KIM, CHOONGSOO. "A Longitudinal Study of Enlistment in the Armed Forces with Special Reference to the Effect of Intentions on Behavior." Columbus, OH: Center for Human Resource Research, The Ohio State University, April 1983.

This study develops an enlistment model to investigate the determinants of enlistment for young males. The author attempts to distinguish, among age-eligible male youths, the characteristics of individuals who join the armed services and those who do not. The model includes many factors relevant for enlistment, but particular attention is paid to the effect of previous enlistment intentions on future enlistment behavior. The model examined stability of enlistment intentions of young males and females over time by identifying the important factors leading to changes in enlistment intentions. Important findings are: (1) unlike the relationship between enlistment and education, an inverse relationship between education and intention changes is found for all race and sex groups, indicating that as youths become older, the military service is viewed as less favorable among those who are more educated than among those who are less educated; (2) a negative relationship between the Air Force Qualifying Test and intention changes was also observed among minority males; (3) lower educational desire and socioeconomic status, and higher desire for training all turned out to be significant factors; (4) change in marital status from single to married affects intentions negatively over time; and (5) for all race and sex groups, previous intentions served as significant control variables for intention changes. While the decreased interest in enlistment as youths become older is a generally expected phenomenon, the results indicated that the effects of educational attainment and AFQT on the decline in enlistment intentions were larger among minority males and females than among white males. Also, other things equal, enlistment intentions declined more for females than for males of each race group. Cohort: Y.

730 KIM, CHOONGSOO. "On the Determinants of Reservation Wages: An Empirical Specification." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1981.

Under the assumption that the wage distribution is sufficiently characterized by the first and second moment, this paper develops an empirically tractable model where the above two pieces of information regarding the wage offer distribution play key roles in explaining the formation of reservation wages. The variance of the wage distribution, as a measure of the probability of finding a job, plays a significant role in explaining the formation of the reservation wages among the unemployed. The reservation wages are linearly related with the mean expected wages, and the elasticities are less than unity. The universe of the study includes white and black non-enrolled unemployed males from the 1979 NLSY. Cohort: Y.

731 KIM, CHOONGSOO. "Youth and the Military Services: 1980 NLS Studies of Enlistment, Intentions to Serve, Reenlistment and Labor Market Experience of Veterans and Attriters." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1982.

Chapter I, "Characteristics of Current Participants in the Armed Forces," compares persons who have chosen the full-time job of serving in the active armed forces with those who have chosen full-time employment in the civilian sector. Individual characteristics and motives for enlisting are compared between 1979 and 1978 enlistees in Chapter II, "Enlistment in the Armed Forces," and Chapter III, "Potential Supply of Armed Forces Personnel: Enlistment Intentions and Main Reasons for Nonenlistment" identifies future armed forces personnel. Chapter IV, "An Analysis of Reenlistment, Separation after Completing Initial Term of Duty, and Attrition from Military Service among Youths who Enlisted between 1975 and 1977," tests the hypothesis that youth view service in the military as a means of obtaining occupational training or postservice educational benefits. Post-service labor market performances of former service personnel are evaluated in the fifth chapter, "Labor Market Experience of Veterans and Attriters." Findings include: (1) among white males, Armed Forces Qualifying Test (AFQT) scores were about the same for service personnel and their civilian counterparts; female and minority male service members scored substantially higher, however, than their respective civilian counterparts; (2) while only one out of six 1978 enlistees were high school dropouts, more than four out of ten 1979 enlistees were dropouts; (3) youth who talked to recruiters or took the ASVAB represented a cross-section of the youth population, but the socioeconomic status of youth with positive intentions to serve was lower than that of the total youth population; (4) married youth were more likely to remain in the service while those with a child were more likely to leave the service than those who did not; and (5) the unemployment rates for both sexes were highest for attriters, intermediate for veterans, and lowest for civilians who had never served. Cohort: Y.

732 KIM, CHOONGSOO; BORUS, MICHAEL E.; JOHNSON, KYLE. "Policy Findings Related to Military Service from the Youth Cohort of the National Longitudinal Surveys of Labor Market Experience." Defense Manpower Data Center, U.S. Department of Defense, 1985.

This report summarizes a briefing given on October 21, 1982, from the military portion of the NLSY presented to the Manpower Research and Department Planning Committee of the Office of Naval Research given by Michael E. Borus and Choongsoo Kim of The Ohio State University Center for Human Resource Research. Several findings with policy implications arise from the analysis. The All-Volunteer Force has been successful in attracting able young people, particularly from among minorities. The desire for occupational training is a major factor associated with enlistment among white men. While men in the service were more likely to be married, marriage seemed to increase reenlistment intentions among men and decrease them among women. Those young people with higher educational aspirations were more likely to enlist, implying that both in-service and post-service educational benefits may be an aid to recruitment. Cohort: Y.

733 KIM, CHOONGSOO; BORUS, MICHAEL E.; JOHNSON, KYLE. "Post-Service Educational Benefits & the All-Volunteer Force: Some Evidence from the Youth Cohorts of the National Longitudinal Surveys." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

This paper utilizes data from the 1979-1981 NLSY to examine factors related to the use of VEAP (Veterans' Educational Assistance Program) as an enlistment incentive. Focusing on service personnel who enlisted during calendar years 1977 through 1980, the analysis attempts to differentiate individual characteristics and enlistment motives of those who participated in VEAP and those who did not. Some of the major findings include: (1) VEAP participation is positively associated with the number of aspired years of schooling in excess of the attained years of education for both males and females; (2) VEAP participation is positively related to the AFQT score for males and to educational attainment for females; (3) for both sexes, the participation probabilities for those serving in the Navy or in the Air Force are lower than the probabilities for those serving in the Army, while the participation probabilities are not statistically different for those serving in the Army and those serving in the Marines; and (4) for males, married personnel have significantly lower probabilities of participating in VEAP than single personnel while minority service members have higher probabilities than white service members. In relative terms, the desire for additional education plays a significantly greater role in the VEAP participation decision of females than of males. Cohort: Y.

734 KIM, CHOONGSOO and JACKSON, JOHN L. "Wage Growth Rates of Young Men: A Longitudinal Analysis." Final Report, Employment and Training Administration, U.S. Department of Labor, 1983.

This study investigates the determinants of individual wage growth, focusing on the dynamic nature of wage growth. The data come from the Young Men's cohort of the NLS (1969-1978). The analysis reveals that for whites the major determinants of wage growth are, in descending order of importance, the level of initial wage, educational attainment, union participation, and the receipt of the company, military, and/or school training. Among blacks, the important factors are the level of initial wage, union participation, educational attainment, and change in labor force size. The study also compares the determinants of wage growth between white and black males. Decomposition analysis shows that the prediction of higher wage growth for whites than for blacks is primarily attributable to a significantly higher initial wage for whites than for blacks. It also suggests that, had they been treated the same as whites, their wage growth would have been about five percent higher than it actually was. Cohort: B.

735 KIM, CHOONGSOO; NESTEL, GILBERT; PHILLIPS, ROBERT; BORUS, MICHAEL E. "The All-Volunteer Force: A 1979 Profile and Some Issues." Youth Knowledge Development Report 2.8. Washington, D.C.: U.S. Government Printing Office, 1980.

This monograph contains five substantive chapters based on data from the 1979 NLSY. The characteristics of youth who were serving in the All-Volunteer Force (AVF), the quality of their military employment experiences, and their intentions to reenlist are discussed in separate chapters. The post-service status of former enlistees is also explored. Youth who had never served provide a reference group for these analyses. The final chapter profiles the never-served youth with strong incentives to enlist. Separate analyses for males and females and for the different racial groups are provided and differences noted when significant. Despite the fact the Armed Forces are a "volunteer" force, presumably competing in the labor market and paying competitive wages and salaries, it is clear that the employment opportunities offered by the services are dramatically affected by public policy decisions. As a generalization, minorities and females have a better relative chance in the military than outside as judged by preferences for enlistment and the patterns of retention of these within the services. If market forces were allowed to prevail, there is no doubt that the percentage of blacks in the military would increase. The "black" share is reduced by "rationing" so that relatively more qualified blacks are hired. Similarly, opportunities within the military are arbitrarily restricted so that women have to meet higher standards to enter than do men. Cohort: Y.

736 KIM, CHOONGSOO and NESTEL, GILBERT. "Participation in the All-Volunteer Force: The Effect on Civilian Earnings." Proceedings of Business and Economics Statistics Section, American Statistical Association (1982): 440-444.

This study compares the hourly earnings of youth by whether or not they served in the All Volunteer Force (AVF). The data are obtained from the NLSY, a nationally representative sample of individuals age 16-21 years of age in 1979. These data also contain information on a sample of youth who have served in the AVF. The enlistees are further classified by completion status in their first tour of duty to see whether this difference affects civilian earnings. Our estimation procedure controls for specification bias because of possible differences in unobserved characteristics between those who separate and those who reenlist, and between those who work and others who do not choose employment. Cohort: Y.

737 KIM, JAE WON. "Estimation of the Earnings Functions of Married Women in the Presence of Discontinuous Labor Supply." Ph.D. Dissertation, Indiana University, 1984.

During the last decade numerous authors have attempted to evaluate the sources of inequality in earnings between males and females. Much of the research has focused on the effects of labor market discrimination and differential investment in human capital. This study tests the hypothesis that the "observed" investment ratios profiles of married women are consistent with the "optimal" investment ratio profiles, taking explicit account of the timing and duration of the non-participation of married women. If there were no market discrimination against women in providing job opportunities and on-the-job training, the main barrier preventing married women from working continuously is the bearing and rearing of children. In that case, the rational investment behavior of married women will be mainly affected by the timing and duration of nonparticipation due to children anticipated at the outset of their adult life. Thus, accepting the hypothesis is equivalent to confirming that human capital theory, rather than market discrimination, provides a more plausible explanation of the earnings profiles of married women. It is shown that the "theoretical" investment ratios profiles depend on the discount rates, the depreciation rates, the age at retirement and the timing and duration of nonparticipation. The earnings functions of married women are estimated using the individual fixed effect model by combining time series and cross-sectional data from the four years of the NLS. The results of the estimations show that the claim that human capital theory rather than market discrimination provides a more plausible explanation of the earnings profiles of married women receives less support than indicated by Mincer and Polachek and actually seems to be placed in some doubt. Cohort: Y.

738 KIM, MUNCHO. "Levels and Determinants of Female Job Satisfaction for a National Sample of Females." Ph.D. Dissertation, University of Georgia, 1982.

Women participating in the labor force are frequently confronted by special problems such as sex discrimination in the work place and conflicting responsibilities at home and at work. These and other problematic conditions would lead to the expectation that female workers would be less satisfied with their jobs than their male counterparts. However, recent research findings from numerous national surveys have constantly indicated that women tend to be more satisfied with their jobs than males. The present study aims to clarify this irony by comparing the major determinants of job satisfaction between the sexes. The analysis was based on the data from the NLS of Mature Women who were in the labor force in 1972. A review of various theories of job satisfaction yielded three hypothetical models which seemed relevant for explaining the relatively high level of job satisfaction among female workers. The dispositional model accounts for the high level of job satisfaction reported by women in terms of additive effects of unique factors which correspond to gender-specific values or dispositions. In contrast, the situational model focuses on the situational constraints that restrict women's expectation from work and postulates that women's high level of job satisfaction is largely a function of the interaction between certain subjective variables and job characteristic(s). Alternatively, the lack-of-awareness hypothesis states that women maintain high levels of job satisfaction because they are simply unaware of the intense sex discrimination in the work place. Using multiple regression analysis and chi-square analysis, major determinants of job satisfaction were identified for both sexes. Work progress, occupational status, locus of control, work value, and job stressors were found to be uniformly important to job satisfaction for both females and males. In addition, work commitment was identified as one of the major determinants of job satisfaction for females. Based on these findings and the results of other supplementary analyses, propositions suggested by three hypothetical models were tested. Cohort: W.

739 KIM, SOOKON. "Cross-Substitution Between Husband and Wife as One of the Factors Determining the Number of Hours of Labor Supplied by Married Women." Presented: Toronto, Population Association of America Meeting, 1972.

This paper investigates the determinants of variations in number of hours of labor supplied by married women during the survey week. The supply of labor is found to be positively related to a woman's hourly wage rate, her health, permissive attitude toward propriety of women working on the part of herself and her husband, and to the demand for female labor in the local labor market where the respondent resided. On the other hand, the supply of labor is negatively related to the amount of income available to the family without her own working, her "home wage" (a measure of child care burden), and to the husband's annual earning capacity relative to the wife's (cross substitution effect). Cohort: W.

740 KIM, SOOKON. "Determinants of Labor Force Participation of Married Women 30 to 44 Years of Age." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1972.

This report examines the factors determining labor force participation during the survey week in mid-1967 and the number of weeks in the labor force during the preceding 12-month period for married women. Both measures of labor supply are found to be positively related to a woman's wage rate, health condition, her own attitude toward the employment of mothers, and her husband's attitudes toward her working. Total family income less respondent's earnings and "home wage" are found to be negatively associated with both types of labor supply measures where the home wage reflects the number and age structure of children living at home. It is also found that irrespective of color women under the poverty level are much less sensitive to market wage variation in their labor force responses compared with the non-poor, which in part helps explain the fact that the black women's participation rate has been increasing at a slower rate than that of the white women in recent decades if considered in conjunction with the negative income effect. Cohort: W.

741 KIM, SOOKON. "Factors Determining the Number of Hours Supplied by Married Women." Presented: Toronto, Annual Meeting of the Population Association of America, 1972.

The purpose of this paper is to examine the factors causing variations in number of hours of labor supplied by married women. Both black and white women were studied. The variations in hours supplied are regressed upon nine independent variables: actual or estimated wage rate, other family income, husband's earning capacity relative to that of wife's capacity, home wage as a proxy for child-care burden, respondent's attitude toward propriety of women working, husband's attitude toward wife's working, respondent's health limitation, unemployment rate in the local labor market, and index of demand for female labor in the local area. Except for the unemployment rate, the effects of all of the variables were found to be statistically significant. Relative to the cross-substitution effect of earnings capacity of the husband and wife, it is argued that the higher the relative earning capacity of the husband over that of the wife, the fewer hours of labor will be supplied by the wife. The home-wage scale was found to be the most powerful explanatory variable. It accounted for about 6 percent of the variance in the dependent variable, whereas all the variables combined explained 19 percent, for both color groups. An important intercolor difference was found in that the black women were less sensitive to market wage rates but more sensitive to variations in demand for female labor than their white counterparts. Cohort: W.

742 KINDER, DEENIE. "The Effect of the Marriage Penalty on Female Labor Supply." Ph.D. Dissertation, University of California - Santa Barbara, 1987.

Utilizing data from the NLS of Mature Women, this paper studies the effect of one aspect of the 1969 tax law change on female labor supply. The 1969 act reduced the tax rate schedule for single taxpayers, and as a result introduced a positive marriage penalty. The introduction of the marriage penalty widened the marginal tax rate differential between single and married women. As a result, the labor supply differential between married and single women increased. The increased labor supply differential was greater for women from high-income families, and for women who earned incomes close to their husbands' incomes. In addition, the tax law change had implications for the labor supply adjustments women make when they change marital status. Generally, women reduce their labor supplies when they marry, and increase their labor supplies when they divorce. The 1969 act served to magnify these labor supply adjustments: the decrease in labor supply when a woman married became greater after the tax change, as did the increase in labor supply when a woman divorced. Cohort: W.

743 KING, GAIL B. and STEARNS, PETER N. "The Retirement Experience as a Policy Factor: An Applied History Approach." *Journal of Social History* 14 (Summer 1981):589-625.

The purpose of this essay is twofold: first, to report on a kind of recent social history that can usefully inform retirement policy in the future--retirement policy involving age of retirement, more general personnel planning and old age support; and second, to use the framing of this research project as a means of discussing one way that history can be applied to policy formulation in general. Cohort: M.

744 KING, RANDALL H. "The Labor Market Consequences of Dropping Out of High School." Ph.D. Dissertation, The Ohio State University, 1978.

This study, based on human capital theory, examines the economic consequences of dropping out of high school. The effect of schooling over time on labor market success (hourly pay rate, occupational prestige, and employment incidence and duration) was measured. Data from Young Men and Women cohorts of the NLS were utilized. The study universe consisted of respondents who left school between 1958-70 (males) and 1962-70 (females), completed 9-12 years of schooling, and were not enrolled at the time of the survey. A three-equation recursive model was used to determine schooling contribution to success measures. Findings demonstrated substantial labor market benefits for all groups during the first decade of labor market experience. Earnings differences between graduates and dropouts were not pronounced immediately upon leaving school, but became significant over time. Graduates' age-earnings profiles were steeper than those of dropouts. The difference in occupational status between black graduates and dropouts shrinks over time. All graduates except black females enjoyed greater immunity to unemployment than dropouts. In employment duration the advantage of black males and black and white females deteriorated over time; little difference was demonstrated between white male graduates and dropouts. Cohort: B G.

745 KING, RANDALL H. "Some Economic Consequences of Dropping Out of High School." 1977 Proceedings of the Business & Economic Statistics Section, American Statistical Association, Part II (1978):522-27.

The relative advantage over time of high school graduates (with respect to dropping out after eleven years) is investigated for one aspect of labor market success--hourly rate of pay. Analysis also separates the direct and indirect effects of schooling on wages and illuminates race and sex differences. Cohort: B G.

746 KING, RANDALL H. "Some Further Evidence on the Rate of Return to Schooling and the Business Cycle." *Journal of Human Resources* 15 (Spring 1980):264-71.

It is clear from the results of this analysis and the Kniesner, Padilla, Polachek study that the business cycle has a strong impact on calculated rates of return to schooling. Specifically, cross-sectional rates of return are strongly related (positively) to the unemployment rate in the year the cross-section is taken. However, contrary to the KPP findings, the sensitivity of the relationship was not found to be substantially different between the races. Cohort: B.

747 KINGSON, ERIC R. "Critique of Early Retirement Study Disputed." *Aging and Work* 5 (1982):93-110.

This article responds to a critique (Myers, 1982) challenging the research findings published in *Aging and Work* (Kingson, 1981) that indicate a significant portion of men withdraw from the labor force before age 62 due to health problems, but without receiving disability benefits. The critique also argues that findings from the various studies showing poor health to be an important contributing factor to retirement before age 65 are not necessarily valid. The critique is rejected because: (l) it fails to recognize that conclusions published in the *Aging and Work* article are based on several health indicators--not simply mortality findings; (2) it fails to acknowledge that its central criticism--the possibility of a fallacy of aggregation which invalidates the mortality findings--was accounted for in the original analysis; and (3) the hypothetical model developed to illustrate the inconclusiveness of the findings is based on questionable and often unsubstantiated assumptions. Cohort: M.

748 KINGSON, ERIC R. "Disadvantaged Very Early Labor Force Withdrawal." Policy Issues for the Elderly Poor. Pamphlet No. 6172-80, Community Services Administration (1980):23-30.

The author summarizes findings based on interviews conducted between 1966 and 1976 concerning the health and incomes of men who leave work before age 62 and cites the most significant as: (1) unhealthy very early retirees (VERs) who do not receive disability benefits die at a greater rate than Disabled VERs who do receive disability insurance benefits; (2) by most measures the health of Disabled and Unhealthy VERs is more similar than dissimilar; and (3) a very large proportion of Disabled and Unhealthy VERs are dead by 1975. These findings suggest that the reported health limitations of Disabled and Unhealthy VERs are real and that a clear inequity exists between the treatment of these two groups. The major implication of the health findings is that the Social Security disability may be excluding a large portion of Unhealthy VERs who have a legitimate claim to benefits. The same may be true of the SSI disability program. Cohort: M.

749 KINGSON, ERIC R. "The Health of Very Early Retirees." *Social Security Bulletin* 45 (September 1982):3-9.

This study examines the health of a sample representative of 1.8 million men aged 45-59 in 1969 who permanently withdrew from the labor force before age 62 between 1966-1975. The analysis concentrates on comparing the health of men receiving Social Security disability benefits with that of men reporting work-limiting health conditions at labor force withdrawal but not receiving Social Security disability benefits. The data suggest that the health of these groups is more similar than dissimilar. Cohort: M.

750 KINGSON, ERIC R. "Involuntary Early Retirement." *Journal of the Institute for Socioeconomic Studies* 6 (Autumn 1981):27-39.

The author suggests that the early retirement phenomenon is actually composed of two trends, one voluntary and the other involuntary. He suggests that chronic unemployment in the American economy may be viewed as the major reason for widespread early voluntary retirement and suggests that most early retirements are involuntary. If policy proposals to raise the Social Security retirement age and cut back on early retirement benefits are enacted that do not reflect these aspects of the early retirement phenomenon, he suggests that Social Security costs will be lowered at the expense of some of the most vulnerable future recipients-partially disabled older workers who are not competitive in a high unemployment economy. Cohort: M.

751 KINGSON, ERIC R. "Men Who Leave Work Before Age 62: A Study of Advantaged and Disadvantaged Very Early Labor Force Withdrawal." Ph.D. Dissertation, Brandeis University, 1979.

The study is focused on men who leave work before age 62--very early withdrawees. At the time of labor force departure, these men are not eligible to receive Social Security retirement benefits (Old Age Insurance)--the age of earliest eligibility being 62. The qualitative aspect of the study examines the role played by historical factors in shaping the early retirement phenomenon. The empirical analysis uses data collected as part of the NLS of Older Men. Cohort: M.

752 KINGSON, ERIC R. "Retirement Circumstances of Very Early Retirees: A Life Cycle Perspective." *Aging and Work* 4 (Summer 1981):161-74.

A life cycle perspective is applied to an analysis of retirement incomes and control over labor force exit experienced by men who left work before age 62--very early retirees (VERs). Findings suggest events occurring early in a worker's life, and often beyond his control, influence retirement incomes and control over labor force withdrawal. They are consistent with an interpretation that institutional arrangements in society usually lead to differential opportunity tracks, resulting in some VERs experiencing favorable educational and labor force entry opportunities that later translate into higher probabilities of advantageous very early retirement circumstances, while others experience the opposite. Some major policy implications are: (1) preventive measures designed to deal with problems of disadvantaged very early retirees should intervene early in a worker's life; (2) significant solutions to these problems require major adjustments in society's opportunity structure; and (3) it is socially inequitable to reduce Social Security benefits for disadvantaged early retirees. In addition, the life cycle perspective may be useful to understand other aspects of the retirement process. Cohort: M.

753 KINGSON, ERIC R. and SCHEFFLER, RICHARD M. "Aging: Issues and Economic Trends for the 1980s." *Inquiry* 18 (Fall 1981):197-213.

This paper reviews the major economic trends that impact on government programs affecting the elderly. Issues are raised relating to income support programs, retirement trends, and health care for the elderly. Cohort: M.

754 KIPLINGER, VONDA L.; BOESEL, DAVID P.; JOHNSON, KYLE. "Propensity of Young Women to Enlist in the Military: A Report to Congress." Arlington, VA: Defense Manpower Data Center, 1985.

After briefly reviewing the history of women's participation in the Armed Forces and public attitudes toward their participation, the study turns to an analysis of recent data from three major ongoing surveys of American youth--the Youth Attitude Tracking Study, the NLSY, and High School and Beyond. Together the studies provide a coherent picture of the propensity of women to enlist. Taken together, the research findings suggest that women's attitudes toward the military reflect an outlook which is rather different from men's. Not only are women in the aggregate less interested in military service, but those who are interested tend to view the service in a broader context. Their interest in the military is more likely to be limited and qualified by interests in other areas. This outlook, and the social context of which it is a part, may be major determinants of the future potential for women's participation in the Armed Forces. Cohort: Y.

755 KITTIVIBUL, TIPPAWAN. "Downward Mobility Aspirations among Adolescents." Ph.D. Dissertation, The Ohio State University, 1988.

Little attention has been paid to the non-normative situation, downward educational aspirations, whereby adolescents desire a lower level of education than that attained by their fathers. Downward educational aspirations can be perceived as an early sign of a voluntary downward mobility tendency. The social psychological perspective that is employed in this study considers three levels of influence, social structure, interpersonal relations, and personality, and their effects on downward versus non-downward educational aspirations and the extent of downward educational aspirations. The sample consists of male and female adolescents aged 15-19 who participated in the 1979 NLSY. Multivariate analyses reveal that all three levels are relevant to adolescents' downward educational aspirations, social structure (father's occupation) is the strongest, followed by interpersonal relation (significant others' influence) and personality (occupational aspirations) variables. Variable predictors of mobility aspirations (downward versus non-downward) are essentially the same for males and females. In contrast to the great gender similarity among predictors of downward versus nondownward educational aspirations, predictors of the extent of downward are entirely different for males as compared to females. The social structural level seems to have a strong influence on the extent of downward educational aspirations of males. Two of the three significant variables are structural: mother's occupation and family size. The third significant predictor, best friend's educational aspirations, is at the interpersonal relation level. In the case of female adolescents, two of the three significant variables are at the personality level: internal locus of control and occupational aspirations. Family intactness, a social structural factor, is the third predictor of female adolescents' extent of downward educational aspirations. It should be noted that there is a little overlap between predictors of downward and non-downward and predictors of extent of downward. They tend to be different in each case. Specifying the social psychological process by which downward educational aspirations develop is an important goal of this research. Furthermore, to integrate the micro- and macro-levels of sociological analysis, social changes that have set the stage for downward educational aspirations and the voluntary downward mobility phenomenon are discussed. (UMI ADG87-26672) Cohort: Y.

756 KLEPINGER, DANIEL H. "A Life Cycle Model of Fertility and Female Labor Supply with Stochastic Births." Ph.D. Dissertation, University of Washington, 1988.

In this paper a lifecycle model of female labor supply and fertility is developed and empirically tested. Both fertility and labor supply are treated as fully endogenous, a factor that distinguishes it from most previous work. Births are treated as stochastic, allowing for unexpected supply shocks and heterogeneity in fecundity. Child quality and care constraints are also included in the model. It is assumed that there are economies of scale in mother provided home care, a hypothesis that is empirically tested. The formal model is solved using the methods of optimal control. The theoretical implications of the model indicate that labor supply will rise with the offered wage and decline with the price and need for child care. The signs of these latter effects are dependent on the assumption of economies of scale in home care. The same is true for the wage effect on births. This result differs from previous studies because fewer restrictions are placed on the mother's time allocation in this model. The data used to test the theory presented here were obtained from the Young Women file of the NLS. The estimation problem is greatly complicated by the presence of heterogeneity and selectivity in the labor supply equation and the former in the birth supply equation. The heterogeneity terms are treated as fixed effects. The birth equation is estimated using a conditional Logit that conditions on the fixed effects. The labor supply equation is estimated using a procedure developed here that simultaneously corrects for fixed effects and selection bias. The empirical results generally provide strong support for the theory. Labor supply rises with the wage and declines with the number of children already born. Young children have a larger negative impact on labor supply than older children. Births are negatively related to the wage, number and age of existing children and positively related to the number of months since last birth. Finally, the empirical results provide support for the hypothesis of economies of scale in home care. [UMI ADG05-6299-8809] Cohort: G.

757 KNIESNER, THOMAS J. "The Feminization of Poverty." *Social Science* 71,1 (Spring 1986): 6-10.

During the 1970s, females in the United States made up an increasing share of the poor population. Analysis of data collected between 1967 and 1982 by the NLS of Young Women shows that most females enter poverty after divorce or after bearing an illegitimate child. However, there are also important racial differences in both entry into and exit from poverty. Cohort: G.

758 KNIESNER, THOMAS J. "Fertility, Marital Instability, and Alimony." Presented: Atlanta, Southern Economic Association Meetings, 1976.

This study analyzes marital instability among women 30-44, within a statistical framework. Three specific issues are focused on: (1) How does the fertility pattern of the wife influence the stability of a marriage? (2) What factors determine actual alimony and child support payments? (3) What effect does potential alimony and support payments have on divorce and separation? In addition, new evidence is presented dealing with parental marital instability and their children's economic success. Cohort: W.

759 KNIESNER, THOMAS J. "An Indirect Test of Complementarity in a Family Labor Supply Model." *Econometrica* 44 (July 1976):651-69.

The author derives an indirect test of net complementarity in a family labor supply model. The results show that the sign of the husband's gross labor supply wage parameter will differ according to whether the wife works, and that the difference indicates the sign of the compensated cross-price effect. The results also show that for older persons, the nonmarket time of the husband and the nonmarket time of the wife are complementary in consumption. Finally, evidence shows that an aggregation bias may occur in estimating labor supply functions for married men. Cohort: M W.

760 KNIESNER, THOMAS J. "Recent Behavior of the 'Full-Time' Workweek in the U.S." Ph.D. Dissertation, The Ohio State University, 1974.

Regression estimates of the postwar secular labor supply function for full-time workers produce a coefficient for the real wage rate variable that is not statistically different from zero. By full-time worker it is meant that demographic group characterized historically by the strongest degree of attachment to the labor force, adult males. Especially puzzling is that estimates of the wage rate elasticity of labor supply made from postwar cross-section data are consistent with the estimate of -.3 obtained from both prewar cross-section and pre-war time-series data. Past explanations for this phenomenon are shown to be unsupported empirically, including the recently developed life-cycle labor supply model. This dissertation is an attempt to uncover the basic economic structure which is responsible, in part, for the time-series/cross-section conflict. A two-person model of the household is considered. If the nonmarket time of the husband and the nonmarket time of the wife are gross complements, then recent relative increases in the female wage rate have worked against a decline in male hours of work. Considered also is the effect of past investment in schooling. In so much as greater schooling represents a transfer of wealth from nonhuman to human wealth, postwar relative increases in male years of schooling should also have a positive effect on the full-time workweek. With both micro and aggregate time-series data, regression estimates are made of the parameters of the labor supply function of full-time workers. The female wage rate has a small positive effect on male hours of work with an elasticity to the range of .02 to .12. Schooling has a much more substantial effect; an additional year of schooling is associated with a workweek longer by approximately one-half to three-fourths of an hour. When the female wage rate and male years of schooling are included as explanatory variables in an analysis of labor supply, the predicted postwar secular movement in full-time hours of work is positive and approximately 75 per cent of the actual increase. In addition, when these two factors are held constant, the effect of secular changes in the male wage rate on full-time hours of work is statistically less than zero and approximately equal in both the prewar and postwar periods. Cohort: M.

761 KNIESNER, THOMAS J.; MCELROY, MARJORIE B.; WILCOX, STEVEN P. "Family Structure, Race, and the Hazards of Young Women in Poverty, or Getting Into Poverty Without a Husband and getting Out, With or Without." Discussion Paper No. 193, The Australian National University - Canberra, Centre for Economic Policy Research, 1988.

From 1970 to the early 1980s the population of adults of both sexes living in poverty in the United States increased by about 30 percent. The greater absolute increase in the number of women living in poverty during the period has been termed the feminization of poverty. This paper presents a micro theoretical and empirical analysis of changes in family structure over the last 15 years and their resulting effect, by race, on the poverty status of young women. The analysis uses the NLS of Young Women, which tracks 5,159 women, ages 14 to 24 in 1967, for 14 years. The so-called feminization of poverty occurred almost solely because of the startling secular growth in the number of single mothers. Thus, the authors focus their efforts on quantifying the factors behind the movement of women into and out of single motherhood during the early stages of their adult lives. The statistical approach includes estimating multivariate proportional hazard functions for poverty entry and exit. The list of explanatory variables is parsimonious and contains only variables that are truly pre-determined and, other things equal, of policy relevance. Of major interest are the differences and similarities of how young black versus young white women enter and leave poverty. It was found that even after controlling for family background, age, and measure of human capital accumulation, as well as for interstate variation in AFDC generosity, in per capita income, and in gender mix, young black women still enter poverty (largely through the single motherhood status) at almost three times the rate of their white counterparts. Young black women have longer average spells of poverty because they not only enter poverty at higher rates but they also exit the poverty associated with single motherhood more slowly. Even controlling for the variables in our list of explanatory factors, the poverty exit rate for young black women is still only about two-thirds that of the young white women in our data. The authors conclude that, while AFDC generosity affects poverty rates, such programs have also trended in a direction that should have slowed the feminization of poverty and that aging tends to retard poverty entry more than it retards poverty exit. Because the US population of women is now aging, we expect the total number of poor single mothers with children to decline between now and the end of this century. Cohort: G.

762 KNIESNER, THOMAS J.; MCELROY, MARJORIE B.; WILCOX, STEVEN P. "Getting into Poverty Without a Husband, and Getting Out, With or Without." *The American Economic Review* 78,2 (May 1988): 86-95.

Utilizing data from the NLS of Young Women, this research analyzed the poverty spells of young single mothers during the survey years 1968-1982. Findings include: (1) young black women are more likely than young white women to not only experience poverty but to stay in poverty; (2) changes in family structure account for nearly all entries into poverty with divorce the prevalent entry mode for white women and leaving the household of another adult the predominant mode for black women; (3) more young white women exit poverty via remarriage while black women typically rejoin either their parent's household or the household of another unrelated male adult; and (4) for both races, poverty status represented new poverty rather than poverty carried over from some previous family structure. Cohort: G.

763 KNIESNER, THOMAS J.; PADILLA, ARTHUR H.; POLACHEK, SOLOMON W. "Racial Differences in Earnings Over the Business Cycle." Presented: Chicago, Econometrics Society Meetings, 1978.

This article focuses on the use of the error components model to measure the effect of labor market conditions on rate-of-return differentials between races. The statistical procedure used in this study measures business activity by the unemployment rate. In an earnings equation, the interaction between schooling and unemployment rate variables show that schooling rates of return declined as business conditions worsened for blacks. Cohort: M.

764 KNIESNER, THOMAS J.; PADILLA, ARTHUR H.; POLACHEK, SOLOMON W. "The Rate of Return to Schooling and the Business Cycle." *Journal of Human Resources* 13,2 (Spring 1978):264-77.

This study illustrates two avenues through which the business cycle affects the rate of return to schooling. The results show that the degree to which the increased relative black rate of return is attributable to comparative gains in school quality may be overstated. Evidence shows that the relative rate of return for young whites is directly related to the incidence of unemployment. Cohort: B M.

765 KNIESNER, THOMAS J.; POLACHEK, SOLOMON W.; PADILLA, ARTHUR H. "The Rate of Return to Schooling and the Business Cycle: Additional Estimates." *Journal of Human Resources* 15 (Spring 1980):273-77.

The central purpose of this paper is to illustrate that the business cycle disturbs relative black/white rates of return. This is demonstrated in two ways. First, the authors make note that King's rate of return estimates support the hypothesis that blacks fare relatively poorly in times of high unemployment. Secondly, evidence is presented which corroborates original findings from an earnings function estimated with panel data. Cohort: B M.

766 KNUTSON, MARLYS. "A Woman in the Labor Force: Factors Affecting Both Her Labor Force Decision and the Time She is Willing to Supply in the Labor Market." M.S. Thesis, The Oklahoma State University, 1974.

This study analyzes a woman's labor force decision and the time she is willing to supply to the labor force once she decides to participate. Three models were developed: a labor force participation model (to determine how various factors affect the probability that a woman will enter the labor force); a supply of working time model (to determine the change in a woman's time at home--in the labor force--due to various factors); and an income differential model (to analyze how factors affect the incomes of working women). Each model includes social and economic factors as well as residence categories as independent variables. Place of residence does not significantly influence a woman's labor force participation decision, but a higher wage is needed in SMSA - nonfarm areas to entice a woman there to supply the same number of work hours as one residing in a non SMSA - nonfarm area. The income of a woman living in a non SMSA - nonfarm area is 82 percent that of a woman who resides in an SMSA - nonfarm area. Cohort: W.

767 KNUTSON, MARLYS and SCHREINER, DEAN. "Analysis of Factors Influencing Women's Labor Force Participation Decisions." Research Report O-723, Agricultural Experiment Station, Oklahoma State University, 1975.

The general purpose of this study is to analyze the factors important in: (1) determining a woman's labor force participation decision; and (2) influencing the time a woman is willing to supply in the labor market. Results of the labor participation analysis include: (1) attainment of a higher educational level is an indication that she will more likely be a participant in the labor force than the woman who has failed to complete high school; (2) recent work experience is a more influential factor in the current labor force status of the woman than is work which occurred upon leaving school; (3) husband's income plays an extremely important role in determining the labor force status of the married woman; and (4) residence is insignificant after correcting for other variables. A household production consumption model is used to analyze the demand for consumption time and thus, the supply of working time. Conclusions reached from this analysis are: (1) decisions concerning the hours a woman is at home are made in a family context where production is one of the household activities; (2) within the range of the data, a backward-bending supply curve of time at work does not exist and the estimated elasticity of the supply of working hours with respect to wage (evaluated at the mean wage rate and the mean of hours worked) is .160; (3) the level of commuting time at which working hours are a maximum is 58 minutes, all other things constant; and (4) a higher wage rate is needed in the SMSA - nonfarm areas to entice a woman there to supply the same number of work hours as a woman in a non SMSA - nonfarm area. Cohort: W.

768 KNUTSON, MARLYS and SCHREINER, DEAN. "Factors Affecting Work Time Supplied by Women Ages 30 to 44 Years." Presented: College Station, Texas, American Agricultural Economics Association Meeting, 1974.

The female work force increased 320 percent between 1940 and 1970, as evidenced in both urban and rural areas. This study analyzes the time a woman is willing to supply in the labor market and factors influencing that supply--wage rate, residence, education, family income, and others. Results indicate that the wage in SMSA - nonfarm areas must exceed that in non SMSA nonfarm areas by $.85 for women to work an equal number of hours. Cohort: W.

769 KNUTSON, MARLYS and SCHREINER, DEAN. "Income Returns for Working Women by Place of Residence." *Oklahoma Current Farm Economics* 48 (October 1975): 39-49.

This study is primarily concerned with the role of place of residence in determining income returns for working women in the 30-44 year age range. This age group is especially important because of the problem of reentry to the labor market after the children are grown or in school. The statistical analysis of the yearly income in 1966 of the women surveyed who were at work in that year to explain the variance appearing in the unadjusted data by place of residence allows the following conclusions to be made: (1) the return to yearly income of an additional hour worked was $0.15 to $0.20; (2) white women received a slightly larger income than nonwhite women because of either lower wages or lower skill positions within an occupational or industrial grouping or both; (3) marital status can be judged to have only a slight influence on income after corrections are made for hours worked, occupation, industry, education, race, and residence; (4) the woman who invests in a higher educational level will, in general, receive better positions within any occupation or industry category and will be compensated accordingly; (5) occupational or industrial groupings contribute much to the large variations in annual income of the working women surveyed; and (6) the results of the income differential model imply that a woman living in an SMSA area earns more than the woman in a non-SMSA-nonfarm area, all other factors held constant. Cohort: W.

770 KOBRIN, FRANCES E. and WAITE, LINDA J. "Effects of Childhood Family Structure on the Transition to Marriage." *Journal of Marriage and the Family* 46,4 (1984): 807-16.

Increasing rates of divorce mean that many more children than in the past spend part of their childhood in single-parent families. Using data from two national longitudinal surveys of young people, this study explored the effects of family structure during the teenage years on the likelihood of eventual marriage for both males and females. Results suggested that the family patterns children experience when they are growing up continue to have an impact on their own patterns of family formation. However, this effect appeared to affect sons and daughters and blacks and whites somewhat differently. For example, a history of family instability affected black males more fundamentally than black females in that it reduced the overall chances of marriage. The social consequences of nonmarriage are discussed, as are the limitations of the study. Finally, emphasis is placed on the need to examine more broadly the impact of childhood experiences on other aspects of adjustment in adulthood. Cohort: B G.

771 KOBRIN, FRANCES E. and WAITE, LINDA J. "Effects of Family Stability and Nestleaving Patterns on the Transition to Marriage." Presented: the Meetings of the American Sociological Association, 1983.

Data from the Young Women cohort of the NLS are used to explore patterns of family formation related to two major areas of change in U.S. family structure: (1) the increasing experience of parental divorce; and (2) decline in age of leaving home. The following two questions are addressed. First, are children who grow up in an intact family more likely to marry at any given age than those who do not? Interpretations of results showing the "heritability" of divorce include a possible reluctance by partners who have experienced divorce as children to invest enough in their marriages to keep them going; it seems plausible that they might also be less willing to take the risk at all. This hypothesis may explain the consistent finding of lower marriage rates for blacks than for nonblacks. Second, are children who leave home early, thus experiencing a "role hiatus" in terms of family relationships, less likely to marry at a given age than those who have not had this experience? While many women go away to school, and so increase their economic alternatives to marriage, many others attend college while living at home, and are thus less exposed to alternative spending patterns, and less likely to experience autonomy and independence before marriage. Cohort: G.

772 KOHEN, ANDREW I. "Attrition from Military and Civilian Jobs: Insights from the National Longitudinal Surveys." Final Report, Battelle Columbus Laboratories, 1984.

This study uses data from the Young Men and NLSY cohorts to investigate the antecedents of voluntary job separations. The focus is on comparing military and civilian behaviors. For civilians the analysis concentrates on the first regular post-school job, while for the members of the armed forces the concentration is on attrition from the first term of service. Some of the conclusions based on comparing the various empirical findings are: (1) quitting a first civilian job and attriting from an initial term of military service are distinctly different behaviors; (2) military pay level and other objective features of the military context are strongly related to whether a young man completes his first term of service; and (3) many affective traits significantly influence the likelihood of a young man attriting from military service. A few policy suggestions regarding recruitment and training are offered based on the empirical findings. Cohort: B Y.

773 KOHEN, ANDREW I. "Determinants of Early Labor Market Success Among Young Men: Race, Ability, Quantity and Quality of Schooling." Ph.D. Dissertation, The Ohio State University, 1973.

The study examines the effects of several hypothesized determinants of early labor market success among young men. Success is measured in terms of hourly earnings, social status of occupation, and annual unemployment experience. In a human capital theoretical framework, the following characteristics are hypothesized to affect success: socioeconomic background, health, race, mental ability, quantity and quality of schooling. Multiple regression analysis is applied to a three-equation model and several functional specifications of the success equation are tested. The study also generates estimates of the quantitative impact of current racial discrimination in the labor market. The data are from the 1966 file of the NLS of Young Men and relate to out-of-school males 18 to 24 years of age who had completed at least 8 years of schooling. Cohort: B.

774 KOHEN, ANDREW I. "Job Changing Behavior of Young Men in the Civilian Labor Market." In: *First Term Enlisted Attrition*, Volume 1, H.S. Sinaiko, ed., Washington, D.C.: Smithsonian Institution, 1977.

An overview of job mobility of young men is presented using the major economic schools of thought, including the human capital perspective, the neoclassical and the "institutionalist" approaches. It appears that quits of a first job are affected most by the age at which the respondent first worked, the occupational classification of that job, and rate of pay. Whites are shown to have a higher likelihood of quitting their first job than blacks. Some policy recommendations for the armed forces and recruiting, based on data from the NLS, are included. Cohort: B.

775 KOHEN, ANDREW I. "Labor Force and Employment Status of Students." In: Years for Decision, Volume 1, Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1971.

A study of young women aged 14-24 enrolled in school in 1968 showed that about one-third of the eight million students in this age category participated in the labor force during the survey week. Grade in school, socioeconomic status of family, number of weeks worked during 1967, urban background, and age positively relate to participation rates among high school students (age 14-17). Black high school young women tend less than their white counterparts to be in the labor force, but this difference narrows with age. College age young women (18-24) who are graduate students, had fathers in professional occupations, come from large cities, or were employed for at least 26 weeks in 1967 showed higher participation rates than those not having these characteristics. Data indicate unemployment is higher among black young women and suggest that the dissemination of labor market information to all enrolled female students could be much improved. Cohort: G.

776 KOHEN, ANDREW I. "Minimum Wage and Handicapped Workers." In: *Report of the Minimum Wage Study Commission* 5 (1981):429-464.

The author provides a review of relevant empirical studies and descriptions of the labor supply, employment and wages of handicapped Americans, provides a review of the relevant portions of three major studies of the operations of sheltered workshops, and presents and interprets new analyses of data on the wages of handicapped workers in and outside of sheltered employment. Cohort: B G M W.

777 KOHEN, ANDREW I. and ANDRISANI, PAUL J. "Career Thresholds, Volume 4." Manpower Research Monograph 16, Volume 4. Washington, D.C.: U.S. Government Printing Office, 1974.

Data from the first through fourth interviews of young men aged 14-24 in 1966 are used to explore enrollment in school, marital status, and geographic movement. The labor market experiences of high school graduates are examined and contrasted with the experiences of dropouts. Data from all out-of-school youth are then examined with special attention paid to interfirm movement (from both 1966-1969 and 1967-1969), and its correlates and determinants, and to changes of occupation and hourly rate of pay. Changes in the educational and occupational goals of respondents enrolled in school during this time are also investigated. Cohort: B.

778 KOHEN, ANDREW I. and BARKER, SUSAN C. "The Antecedents and Consequences of Interruptions in Formal Schooling: A Review of the Literature." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1976.

This review provides a summary of the existing findings relevant to all types of schooling interruptions. Research reviewed includes interruptions in primary and secondary schooling, studies of the process of leaving and returning to college, institutional criteria for readmission of temporary dropouts, interruptions for military service, and women returnees. Cohort: B G.

779 KOHEN, ANDREW I. and BREINICH, SUSAN C. "Knowledge of the World of Work: A Test of Occupational Information of Young Men." *Journal of Vocational Behavior* 6 (1975): 133-144.

The study evaluates a test of occupational information administered to a national sample of 5,000 young men, aged 14 to 24 in 1966, as part of the NLS Young Men's cohort. The predictive validity of the test score is assessed by reference to multiple regression analyses which confirm the significance of the score as an independent predictor of subsequent hourly earnings and occupational status. Correlation and factor analyses are used to examine the quality of the measurement instrument. All in all, the instrument is judged to exhibit desirable characteristics in terms of internal consistency, reliability, discriminatory power, and level of difficulty. The test's reliability compares favorably with a commercially produced test designed to be used in counseling as a measure of occupational knowledge. With the possible modification of deleting a section relating to knowledge of earnings differentials, the test is commended to those involved in assessing and counseling the occupational choice process. Cohort: B.

780 KOHEN, ANDREW I.; BREINICH, SUSAN C.; SHIELDS, PATRICIA M. "Women and the Economy: A Bibliography and a Review of the Literature on Sex Differentiation in the Labor Market." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1977.

This literature review expands on part of the article by Hilda Kahne and Andrew Kohen in *Journal of Economic Literature* 13 (December 1975):1249-92. A bibliographic review of the sex differentiation in the labor market is also presented. Cohort: G W.

781 KOHEN, ANDREW I. and GILROY, CURTIS. "The Minimum Wage, Income Distribution, and Poverty." In: *Report of the Minimum Wage Study Commission* 8 (1981):1-30.

A portion of this paper describes the characteristics of minimum wage workers in terms of the distribution and level of income. Using data from the Young Men's and Young Women's cohorts, the demographic and labor force characteristics as well as non-wage income sources are examined. Cohort: B G.

782 KOHEN, ANDREW I.; GRASSO, JOHN T.; MYERS, STEVEN C.; SHIELDS, PATRICIA M. "Career Thresholds, Volume 6." Manpower Research Monograph 16, Volume 6. Washington, D.C.: U.S. Government Printing Office, 1977.

This volume begins with an analysis of the youths' labor market experience, exploring the factors related to the levels of educational and occupational aspirations expressed by those youth who were in high school at the beginning of a five-year period. Exploiting the longitudinal nature of the data, the study investigates factors associated with the adaptation of educational goals during the high school years and the two years thereafter. The effects of various forms of investment in human capital on an individual's labor market position are also analyzed. The analysis permits an assessment of the extent to which the contributions to labor market success of these different types of "investments" vary among different groups of youth (e.g., whites versus blacks). Finally, in view of the possibility that the relationships themselves were undergoing change during the five-year period, the study also compares the experience of high school and college graduates who entered the labor market during the period 1966 to 1968 with that of comparable individuals who entered after 1968. Another analysis is devoted to occupational mobility among young men. In addition to quantifying and describing the gross changes in major occupation group that occurred (1) between entrance into the labor market and 1971 and (2) over the five-year period 1966 to 1971, the study analyzes the factors that are associated with both the incidence and the magnitude of occupational advancement during these same periods. An analysis of the unemployment experience of male youth is directed at relating the incidence and duration of unemployment to various types of job separation. It focuses only on members of the experienced labor force who were not enrolled in school. The study first identifies the factors associated with the probability of different types of job separation, and then explores the incidence and duration of unemployment following each type of separation. The impact of military service on a youth's subsequent labor market experience is also discussed. The analysis begins with an investigation of the factors that are associated with the likelihood of having served in the armed forces during the Vietnam War. It then attempts to assess the net impact of military service on various aspects of subsequent civilian labor market experience including earnings, occupational status, and the incidence of unemployment. Cohort: B.

783 KOHEN, ANDREW I.; NESTEL, GILBERT; KARMAS, CONSTANTINE. "Factors Affecting Individual Persistence Rates in Undergraduate College Programs." *American Educational Research Journal* 15 (Spring 1978):233-252.

This study uses a sample drawn from the NLS of Young Men attending college in the 1960s. Some of the principal conclusions of the multivariate analyses are: (1) factors determining persistence vary widely with the stage of the undergraduate career; (2) race and parental SES bear no net relation to dropping out; (3) the impact of ability declines with progress toward graduation; and (4) entering college in a two-year institution is inversely associated with persistence. These and other findings demonstrate that much previous research has perpetuated erroneous inferences about dropping out of college, not the least of which is that the process can be modeled in a single equation representing the likelihood of graduation by any given group of freshmen. Cohort: B.

784 KOHEN, ANDREW I.; NESTEL, GILBERT; KARMAS, CONSTANTINE. "Success and Failure in College: A New Approach to Persistence in Undergraduate Programs." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1976.

This study examines the factors affecting the probabilities of completing college. It appears that factors of persistence in college vary with the year in school. Parental socioeconomic status, race and age are found to have no net relationship with dropping out. Pursuing a college prep program in high school is significant only in the freshmen year, and I.Q. is not significant after the sophomore year. However, receiving a scholarship has a significant positive relationship to the probability of completing college. Working evidently inhibits persistence in college, but not all employed students drop out, and there is no significant relationship between hours worked and dropping out. Finally, young men who initially enter a two-year college are much more likely to drop out at every stage for indeterminable reasons--even after transferring to a four-year institution. Cohort: B.

785 KOHEN, ANDREW I. and PARNES, HERBERT S. "Career Thresholds, Volume 3." Manpower Research Monograph 16, Volume 3. Washington, D.C.: U.S. Government Printing Office, 1971.

The report attempts to delineate some of the major changes that occurred in the educational and labor market plans and status of young men over the two-year period 1966 to 1968. More specifically, it examines the extent of change in school enrollment status, educational and occupational aspirations, labor force participation, unemployment experience, employer and occupational affiliation, rate of compensation, extent of job satisfaction, and location of residence. In addition to describing the nature and extent of these types of changes, it also begins to identify some of the correlates of change. Finally, it examines the cumulative unemployment experience of the out-of-school youth over the two-year period. Cohort: B.

786 KOHEN, ANDREW I.; PARNES, HERBERT S.; SHEA, JOHN R. "Income Instability Among Young and Middle-Aged Men." In: *The Personal Distribution of Income and Wealth*, J. Smith, ed., New York: National Bureau of Economic Research, 1975.

In this paper, the authors attempt: (1) to quantify the influence on measured income inequality of lengthening the accounting period; (2) to describe the mechanism through which income instability among male heads of household is manifested (e.g., changes in sources of income, hours worked, and wage rates); and (3) to identify some of the demographic and economic characteristics of those household heads whose income is "unstable" over a two-or three-year period, in the sense of changing at above-average or below-average rates. Cohort: B M.

787 KOHEN, ANDREW I. and RODERICK, ROGER D. "Causes of Differentials in Early Labor Market Success among Young Women." Proceedings of the Social Statistics Section of American Statistical Association (1972):329-34.

This paper is part of a larger research effort to identify the causes of differentials in early labor market success among youth. Here, we are primarily interested in: (1) the effect of education, independent of ability, on early labor market success; and (2) white-black differentials in the determinants of early labor market success, where our measure of success is hourly earnings. Our results suggest that education is a more important influence on earnings among white women in typically female occupations than among those in atypically female occupations, for whom ability is a more important factor. Cohort: G.

788 KOHEN, ANDREW I. and RODERICK, ROGER D. "The Effects of Race and Sex Discrimination on Early-Career Earnings." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1975.

This paper is concerned with the determinants of differentials in early-career earnings among young workers. This study uses regression analysis of a 3-equation model to demonstrate the existence of significant labor market discrimination according to both race and sex. Findings strongly indicate that sex discrimination is more virulent than racial discrimination. Cohort: B G.

789 KONANG, CHRISTEL. "Middle-Aged Men in the Labor Force: A Graphical and Empirical Exploration of Health Capital, Disability Insurance and Time Allocated to Work." Ph.D. Dissertation, University of Southern California, 1978.

The major conclusion from the theoretical section of this study is that a national health insurance system can help maintain the health status of middle-aged workers--thereby helping to maintain their productivity and work effort--provided that benefits are quite comprehensive and medical care is readily available, while the tax burden for that group of workers is kept close to present levels, so that the use of medical care is encouraged. The model also suggests that more medical care will be utilized when the opportunity cost of the individual's time is relatively low. The opportunity cost is affected by many variables under the control of decision makers, as, for example, zoning for the location of medical facilities, stimulating the economy to provide employment opportunities, changing the procedures which determine eligibility for insurance benefits, and many more. Cohort: M.

790 KOPPEL, ROSS. "The Role of Social Psychological Variables in the Status Attainment of Young Men." Ph.D. Dissertation, Temple University, 1981.

We attempt to ascertain the roles that three social psychological variables play in the labor market attainment of young men. The three variables are: occupational aspirations, self-assessed expectations of reaching those aspirations, and the Rotter locus of control scale. To examine the influences of these factors we observe their effects within a matrix of variables generally thought to determine labor market rewards. These other variables are: family background, intelligence, education, school quality, age, job tenure, responsibility for dependents, marital status, region of country, and size of local labor force. Our labor market outcome measures are: occupational attainment, annual earned income, wages, and the log forms of each. Previous studies of social psychological factors in the status attainment process were often compromised by an inability to distinguish cause from effect. To obviate this difficulty we use longitudinal data and measure the social psychological factors before respondents enter the labor force on a full-time basis. Further, we ascertain our measures near the completion of each respondent's schooling. Labor market outcome measures are collected at the last year of our study period -- five to nine years after completion of school. The effects, thus, of these social psychological factors can be considered with reasonable assurance as to causal ordering. The data for this research are from the Young Men's cohort of the NLS. Three interrelated research strategies reflect our hypotheses. First, we determine if any of the social psychological variables significantly affect labor market outcomes controlling for all of our other factors. Second, we determine how much of the explained variance is shared between social psychological and other factors. We also analyze the extent of explained variance unique to the social psychological variables. Third, we develop and test path models reflecting the hypothesized interrelations of our social psychological and other variables. Also, in a separate analysis, we recompute the income and wage equations with occupational attainment added to the independent variables. We do this to allow comparison of our original models with an alternative specification which treats occupation as an intervening element in wage or income models. We find that social psychological variables measured before full-time labor market participation directly affect income and occupational attainment. Even with all of our other factors controlled, respondents with higher aspirations and/or more confidence attained higher status jobs than those with less ambitious goals and/or with less confidence about occupational success. In the income regressions we found that the "internals" -- those who believed that they have more control over their lives -have higher earnings, ceteris paribus, than the "externals." Further, as in the occupational attainment equations, we found that those with high expectations of reaching their goals earn considerably more than those who are less optimistic. These data also reveal that a substantial proportion (30% to 50%) of variance is shared between the social psychological and other variables. The unique contribution of the social psychological variables is less than five percent. In the supplemental analysis we determine that inclusion of occupational attainment as an independent variable in the income and wage equations does not meaningfully alter our original results. Path analysis indicates that occupational aspirations and expectations are important intervening elements in the process of occupational and income attainment, mediating much of the influence of intelligence, family background, and education. [UMI ADG81-15888] Cohort: B.

791 KORENMAN, SANDERS D. and NEUMARK, DAVID B. "Does Marriage Really Make Men More Productive?" Finance & Economics Discussion Series, Division of Research and Statistics, Federal Reserve Board, Washington, D.C., 1988.

This paper examines hypothesized labor market productivity differentials among men of different marital statuses. Utilizing data from the NLS of Young Men, it attempts to distinguish empirically among three competing hypotheses surrounding the large hourly wage premiums (10-40 percent, controlling for observable worker and job characteristics) paid to married men in comparison to never married men. The hypotheses are: productivity-enhancing effects of marriage, selection of "more productive" men into the married state, and discrimination. To the extent that the data allow us to distinguish among the three, they suggest that selection accounts for somewhat less than half of the differential, and discrimination accounts for none of it. Cohort: B.

792 KORENMAN, SANDERS D. and NEUMARK, DAVID B. "Is Superwoman a Myth? Marriage, Children, and Wages." Working Paper No. 94, Board of Governors of the Federal Reserve System, 1989.

This paper explores the relationships between marriage, children, and women's wages. It considers Becker's (1985) hypothesis that household responsibilities reduce the labor market productivity of married women relative to men or single women with comparable labor market human capital. Using a sample drawn from the NLS of Young Women, the authors explore potential biases in estimates of these relationships, including what is believed to be the first longitudinal analyses. No evidence was found that married women have lower labor market productivity than comparable single women. In addition, once account is taken of the effects of children on labor force attachment, there is no consistent association between children and women's wages. The findings suggest that wage differentials between men and women with similar human capital should not be attributed to the greater home responsibilities of married women. Cohort: G.

793 KOSHAL, RAJINDAR. "Logit Analysis for Determinants of Higher Education." Presented: New Delhi, India, International Statistical Conference, December 1977.

Using logit analysis of the NLS Men's cohort, the author shows that opportunity cost, financial aid and quality of high school attended are important variables in determining the demand for higher education in the United States. Further analysis appears to be needed to explore the importance of other factors in determining their influence upon the demand for higher education in the United States. Cohort: M.

794 KOTLIKOFF, LAURENCE J. "Testing the Theory of Social Security and Life Cycle Accumulation." *American Economic Review* 69 (June 1979): 396-410.

New micro evidence is presented on the accumulation response of households to Social Security. Section I reviews the theory of Social Security and life cycle savings, considering the one-for-one replacement of accumulated Social Security taxes for accumulated private savings, the retirement effect, and the effect of changes in lifetime wealth due to the yield of the Social Security system. In Section II econometric specification is used to test the theory. Section III discusses the sample selected from the NLS of Older Men aged 45-59, and Section IV presents the empirical findings. Cohort: M.

795 KRAUSE, NEAL and STRYKER, SHELDON. "Economic Stress and Psycho-Physiological Well-Being." Presented: the Meetings of the North Central Sociological Association, 1980.

Data from the 1969 and 1971 waves of the NLS of Older Men were analyzed to assess the effects of stressful economic life events (e.g., income loss, unemployment) on psycho-physiological well-being. The role of locus of control in mediating the effects of economic stress was also examined. A three-stage least squares analysis of the 2,698 responses confirms the hypothesis that internals handle economic stress in a more constructive or realistic way than externals. The data did show that economic stress exerted a strong negative effect on psycho-physiological well-being. The need for more research on coping strategies in stress situations was also discussed. Cohort: M.

796 KRAUSE, NEAL and STRYKER, SHELDON. "Stress and Well-being: the Buffering Role of Locus of Control Beliefs." *Social Science and Medicine* 18,9 (1984): 783-90.

Data from the 1969 and 1971 panels of the NLS of Older Men are analyzed to assess the mediating effects of locus of control beliefs in the relationship between stressful job and economic events and psycho-physiological well-being. The analyses indicate that men with internal locus of control orientations respond more adequately to stress than do those with external locus of control beliefs. A more detailed examination of the data revealed that men with moderately internal locus of control orientations cope more effectively with stress than those whose locus of control beliefs may be classified as extreme internal, extreme external or moderately external. The theoretical implications of these findings are discussed. Cohort: M.

797 KREIN, SHEILA FITZGERALD. "Effects of Living in a Single-Parent Family on Educational Attainment of Young Men and Women and on Earnings of Young Men." Ph.D. Dissertation, University of Illinois at Urbana-Champaign, 1984.

Whether long-term consequences of living in a single-parent family exist is a growing public concern. This study examines the effect of living in a single-parent family headed by a female on two long-run measures of achievement: educational attainment and earnings. The effect is examined within a household production framework, where achievement is a function of the time and money inputs of the parents and their ability to combine these resources. The study is based upon matched mother/son and mother/daughter samples constructed from the NLS. These samples consist of 1,098 young men ages 28 to 38 and 1,448 young women ages 26 to 36, about one fourth of whom spent some time in a single-parent family. Four measures of life in a single-parent family are constructed: ever lived in a single-parent family, length of time, period of childhood, and length of time in each period. The first two measures, ever lived and length of time lived in a single-parent family, had a significant negative effect on years of school completed for young men. The impact on educational attainment of young women was negative, but the effect was not significant when family income was included in the equation. The magnitude of the effect was nearly three times as large for young men as for young women. The preschool period of childhood, but not the elementary or high school years, had a negative effect for both young men and women. The length of time in the preschool years also had a significant negative impact for both genders. Living in a single-parent family had no significant direct effect on the earnings of young men, using a human capital model of earnings. Any impact appeared to be indirect through lowering the education of the young men. Cohort: B G W.

798 KREIN, SHEILA FITZGERALD. "Growing Up in a Single-Parent Family: The Effect on Education and Earnings of Young Men." *Family Relations* 35,1 (January 1986): 161-168.

The effect of living in a single-parent family on the educational attainment and earnings of young males is examined, utilizing data from the Mature Women and Young Men. Three specifications of living in a single-parent family are tested, using ordinary least squares analysis on models representing education attainment and earnings. The analyses show that living in a single-parent family has a direct negative effect on education, but only an indirect impact on earnings via education. The effect is strongest among those who lived in one-parent families during the preschool years. Cohort: B W.

799 KREIN, SHELIA FITZGERALD and BELLER, ANDREA A. "Educational Attainment of Children from Single-Parent Families: Differences by Exposure, Gender and Race." *Demography* 25,2 (May 1988): 221-234.

This paper examines the effect of living in a single-parent family on the educational attainment of young men and women. According to household production theory, the reduction in parental resources for human capital investment in children living in a single-parent family should lower their educational attainment. Using matched mother-daughter and mother-son samples from the National Longitudinal Surveys, precise measures of whether, at what age, and for how long a child lived in a single-parent family are constructed. Empirical findings show that the negative effect of living in a single-parent family: (1) increases with the number of years spent in this type of family; (2) is greatest during the preschool years; and (3) is larger for boys than for girls. Cohort: B G W.

800 KRUSE, WILLIAM J. "Experience, Human Capital and Complementarity: The Case of Young Men." Presented: The Eastern Economic Association Meeting, 1976.

This paper utilizes a human capital framework in analyzing the earnings of young men age 17 to 27 in 1969. In contrast to most of the previous work in this area, the implications of different types of experience for self-investment behavior and earnings are explored. In addition, explicit attention is devoted to possible complementarities or interactions among various types of human capital investment, particularly those interactions between schooling and investments undertaken in the context of labor market experience. The results suggest that there are significant differences in the earnings effects of different types of experience and that complementarities may be quite strong. Implications are drawn for manpower and educational policy and future work in modeling the determinants of earnings. Cohort: B.

801 KULAHCI, MEHMET. "Factors Affecting the Labor Market Experience of Young Men with Special Needs." Ph.D. Dissertation, The Pennsylvania State University, 1981.

Unemployment rate differentials furnished by statistical studies do not demonstrate whether educational experiences and post-school training affect early labor market experience of youth with special needs. This study was designed to determine the effects of education and occupational training on the labor market experiences (i.e., income from wages and salary, number of weeks worked, number of weeks unemployed, and job satisfaction) of young men with special needs. The sample for this study consisted of 1,321 young men (14 to 24 years of age) with special needs from the NLS. Special needs applies to both disadvantaged and handicapped persons and includes: (1) educationally disadvantaged; (2) socially or culturally disadvantaged; and (3) functional limitations (handicapped). The statistical methodology employed in this study was threefold: (1) a modified analysis of variance; (2) the Pearson Product-Moment Correlation Coefficient; and (3) stepwise regression analysis. Five major conclusions were reached: (1) Types of high school curricula did not make any difference in average wage and salary earnings, the number of weeks employed, the number of weeks unemployed, and job satisfaction for special needs young men; (2) Differences in educational attainment (years of schooling) were positively correlated with labor market experiences for special needs persons; (3) Differences between knowledge of the world of work were also a major force determining labor market outcomes for special needs persons; (4) Post-school occupational training had a significant benefit to special needs young men regarding average wage and salary earnings; and (5) Post-school occupational training did have a significant effect on the number of weeks of employment. Special needs young men without occupational training experienced more weeks of unemployment than those who had completed or used one or two occupational training experiences. Therefore, it is concluded that post-school occupational training has a significant effect on early labor market experience of young men with special needs. However, evidence is mixed as to whether educational experiences have a positive effect on young men with special needs in the labor market. Cohort: B.

802 KUO, HSIANG-HUI. "Marriage and Sex Role Attitudes of Young Women." M.S., University of Wisconsin-Madison, 1988.

Using data from NLS of Young Women, this study tests three hypotheses on the effects of marriage on sex role attitudes: (1) perceived inequality and "liberalizing" effects; (2) rationalization and "traditionalizing" effects; and (3) recovery of premarital socialization for sex roles, effects depend on "liberal" vs "traditional" socialization. Controlling for other adult socialization experiences such as education, work and parenthood, marriage had neither liberal nor traditional effects on sex role attitudes. However, marital disruptions were associated with increasingly liberal attitudes. Although young women with traditional role models were more likely to change in the traditional direction, there were no interactions with effects of marriage. Cohort: G.

803 KURZ, BRENDA JO. "The Impact of Adolescent Illegitimacy on Academic Achievement: An Analysis Within Racial and Socio-Economic Status Groups." Ph.D. Dissertation, The University of North Carolina at Chapel Hill, 1986.

The purpose of the study is to evaluate the relationship between adolescent illegitimacy and academic achievement within specific race and socio-economic status (SES) groups. The primary hypothesis is that among the very low-SES blacks, the effect of adolescent illegitimacy on achievement is negligible. For other race-SES groups, the effect is expected to be adverse. The magnitude of the effect is postulated to be greater for whites than blacks and to increase for both whites and blacks with SES. Data from the NLSY were used to test the hypotheses. Proportional hazards analyses were conducted. A second objective of the study was the development of prognostic models for adolescent illegitimacy. The effect of adolescent illegitimacy on the academic achievement of the young mother was found to differ among the various race-SES specific groups. No effect was detected among the high-low SES blacks whereas an adverse effect was observed among all other groups. The power of some of the analyses was low. However, the consistency of the patterns generated by the analyses of interest and the supplementary analyses support the findings. Cohort: Y.

804 LAIRSON, DAVID; LORIMOR, RONALD; SLATER, CARL. "Estimates of the Demand for Health: Males in the Pre-Retirement Years." *Social Science and Medicine* 19,7 (1984): 741-747.

Michael Grossman's theory (*The Demand for Health: A Theoretical and Empirical Investigation*, New York: National Bureau of Economic Research, 1972) is replicated with improved wage and wealth statistics in order to estimate separately the demand for health of black and white preretirement age males. Analysis of a subset of data obtained from the NLS of Older Men reveals that while demand functions for whites involved wage rate, education, and job satisfaction variables, only wage rate and wife's educational level were significant for blacks. Grossman's results are argued to be primarily representative of the white population, and several explanations for the observed black-white differentials are proposed. The inverse relationship between wage and health is examined through the use of a simultaneous equation model that yields an even greater wage effect than expected. Cohort: M.

805 LAKHANI, HYDER; GILROY, CURTIS; CAPPS, CAVAN. "Logistic Microdata Model of Army Reenlistment." U.S. Army Research Institute Peri-rg Draft Working Paper, N.D.

The 1981 NLSY, ages 19-24, is used to determine the shadow civilian wages of Army enlisted personnel on the verge of their first term reenlistment/separation decision. The use of NLSY data is an improvement over the previous studies which used civilian wages of veterans from sample surveys, which tended to bias civilian wages upward. The natural logarithm of civilian wages of the youth cohort in our model is a function of education, experience, experience squared, race, number of dependents and unemployment rate. All of the coefficients had the expected signs and all, except experience squared, were statistically significant at the 0.01 level. These coefficients were used to impute civilian wages of military enlistees who were eligible for reenlistment. The logistic reenlistment equations used micro data for 81 Military Occupational Specialties grouped into 17 occupationally homogeneous Career Management Fields. The explanatory variables for reenlistment or separation included relative pay (military pay/estimated civilian wage), selective reenlistment bonus (SRB), race, number of dependents, unemployment rates, and AFQT score (CAT I-III A). Almost all of the coefficients, except unemployment, had the expected signs and were statistically significant. SRB and relative pay were particularly important. Cohort: Y.

806 LAN, KE-JENG. "Inflation Effects on the Labor Market: A Transition Rate Model." Ph.D. Dissertation, The Ohio State University, 1989.

The impact of inflation, particularly unexpected inflation, on the operation of the labor market remains an important and empirically unresolved issue. Earlier work, largely based on time series analysis of industry aggregate quit data, found little impact of inflation on that critical labor market mechanism. This earlier work has been criticized for not adequately distinguishing between expected and unexpected inflation. At the same time, longitudinal micro data sets of high quality have become available, permitting the estimation of more complete transition models that incorporate job acceptance by workers who are not employed as well as job termination by employed workers. This dissertation analyzes empirically the impact of unexpected and expected inflation of these labor market transitions. In a two-state (employment, unemployment) search model, the reservation approach is utilized in analyzing the male sub-sample of the 1979 NLSY over the period 1980 to 1983. The wage information is corrected for selectivity bias by a two-stage estimation method, and reservation wages are then derived. A maximum-likelihood technique is used with the structural transition model to estimate the parameters of the true wage offer distribution. Implied transition rates are then calculated. The impact of unexpected inflation on transition rates appears through its influence on the real reservation wage. Confirming the results of earlier works, the empirical results indicate that the impact of "unexpected" inflation on transition rates is insignificant because the impact of unexpected inflation on the intervening reservation wage is not significant. Hence, trying to "fool" youths by unexpected inflationary policies in order to reduce their unemployment rate is unlikely to be successful. Cohort: Y.

807 LANG, SYLVIA W. "Occupational Mobility and the Dual Economy: The Impact of Industrial Sectors and Three Human Capital Variables on the Movement of Young Women and Men." Ph.D. Dissertation, Oregon State University, 1983.

This project examines the occupational mobility of young women and men in the United States. Much of the research in this area deals with how individual characteristics which workers bring to the marketplace affect this process. Recent empirical work shows the importance of economic structure in explaining the socioeconomic process individuals experience. Effects of dual economy industrial sectors as well as human capital variables including social class background, educational attainment, and job training on occupational movement are examined in this dissertation. Ten years of panel data from the NLS are used. Differences in the labor force compositions of core and periphery sectors are examined by performing two discriminant analyses. Log linear analysis is used to analyze mobility tables which show occupational and sectoral movement by sex. The human capital data are then added to the mobility tables and log linear analysis is used to examine the resulting mobility patterns. Findings indicate that core employees have higher occupational prestige, income, educational attainment, and job training than periphery workers. Core workers are also more likely to be male, black, and not working than periphery workers. If employed, core workers are more likely to be employed full-time than periphery workers. Expected sex differences in sectoral mobility only hold for workers in particular occupational categories. Predicted sex differences in occupational mobility and differences in occupational movement by sectoral mobility appear. Interactions between sex, sectoral mobility, and occupational mobility do not occur. When the human capital variables are individually added to the analysis, interactions between sex and occupational mobility are not needed to define the data. Interactions between sex, sectoral mobility, and occupation are similar to the initial analysis with some exceptions. Expected relationships between human capital variables and sectoral mobility only hold for certain occupational categories. Job training does not interact with occupational mobility. Hypothesized occupational moves only occur for those with a particular class background or educational attainment. Interactions between sectoral mobility and occupational mobility for each human capital analysis are similar to the initial analysis. Of the human capital variables, only education interacts jointly with occupational mobility and sectoral movement. [UMI ADG8315751] Cohort: B G.

808 LANIGAN, JR., JOHN J. "An Evaluation of the Opportunity Cost and Inservice Training and Earnings of the Modern Military on Young Male Enlistees." Ph.D. Dissertation, Brandeis University, 1988.

Youth often perceive enlistment in the armed forces as an opportunity to learn something useful while in the service and improve their lives when they leave the service. The attraction of these economic opportunities is the central theme of armed forces recruiting efforts. Has the modern military--the All Volunteer Force (AVF)--made good on this promise? Throughout the 1970s and 1980s the armed forces claim that military service is a good economic investment has come under attack. The media usually highlights the hard luck story of a young unemployed veteran who feels short-changed. The aim of this study has been to ascertain the opportunity cost of choosing military experience and to describe training, employment and earnings during the in-service period. The study examines the question of investment in human capital using data from the 1979 NLSY sample. Methodology includes a quasi-experimental evaluation design and a multivariate matching procedure controlling for age, socio-economic status, gender, residence, geographic location, race, and ability. Statistical techniques include crosstabular analysis as well as ordinary least squares (OLS) and logit regression analysis. Regression models explored the determinants of (1) branch of service, (2) the allocation of longer training, (3) the allocation of soft occupational skills training, and (4) monthly and annual earnings. Results show minorities disproportionately choose to enter the Army where shorter training in soft occupational areas predominate. Analysis of annual earnings explains 64% of the variation between youth in the military and their civilian counterparts. Youth in the military experience a positive current earnings difference compared to their civilian counterparts. Unlike the civilian earnings distribution, youth in the military showed no significant difference in earnings by race/ethnicity. Contrary to prior studies that viewed military service as an economic handicap, the results of this study provide evidence that military service appears to be a good economic investment in human capital. The findings seem to justify recruiting efforts that focus on the military as a "Great Place To Start". This study concludes by examining policy implications related to investments in human capital, military recruitment, cost containment and future research. [UMI ADG88-19279] Cohort: Y.

809 LARSON, DONALD. "The Components of Non-Market Time and Female Labor Supply Patterns." Final Report, Employment and Training Administration, U.S. Department of Labor, 1979.

The study examines the determination of labor supply patterns (in terms of hours per week and weeks per year) for married women. The analysis proceeds by defining two distinct types of non-market time which are uniquely associated with the labor supply patterns. A theory of demand for these "leisure" components is developed and estimated empirically using data from the NLS of Mature Women ages 30-44. The results indicate that women are not indifferent to the pattern of work time and that their choices are related to a number of economic and demographic factors. In particular, annual weeks is found to have a substantially higher, positive elasticity than weekly hours. Cohort: W.

810 LARSON, DONALD and TONEY, MICHAEL B. "Direction of White/Nonwhite Migration and Occupational Mobility." Presented: the Meetings of the Western Social Science Association, 1984.

To explore the relationship between migration (measured in terms of metropolitan/nonmetropolitan origin and destination) and occupational mobility of young white and nonwhite U.S. labor force participants, data from the 1966-1976 NLS Young Men cohort were examined. The analytical procedure used treats each yearly interval as a separate unit of analysis for each individual, meaning that each respondent could contribute six distinct yearly units, called "person-years." The procedure identifies a unit of time for measuring whether an event occurs, while allowing the accumulation of information from previous units or times for analysis in relationship to the outcomes in the respective person-years. Analyses, both descriptive and multivariate, were done separately for whites and nonwhites and tended to support the notion that, for nonwhites especially, migration facilitates occupational mobility by circumventing structural discrimination at migration origin. Of the control variables (education, migration reversal years, age, and initial occupation), the mobility potential of the initial occupational status seemed to be a telling factor in the relationship for both whites and nonwhites. Cohort: B.

811 LASSALLE, ANN D. and SPOKANE, ARNOLD R. "Patterns of Early Labor Force Participation of American Women." *Career Development Quarterly* 36,1 (September 1987): 55-65.

This study used longitudinal labor force participation data at four age points (18, 22, 25-26, and 29-30) to identify seventeen early career patterns which a sizeable proportion of American women followed. The most prevalent patterns found were those in which the women were either largely out of the labor force or clearly invested in the labor force. The least prevalent patterns included those in which participation was sporadic and inconsistent. The more extensive a pattern's labor force participation, the less downward and more upward movement there was in Duncan socioeconomic level (proportion of sample moving up or down). The opposite was true of those patterns with the least extensive labor force participation. The more extensive a pattern's labor force participation, the higher the Duncan Socioeconomic Interval achieved. When each of the seventeen patterns identified was classified by two raters as corresponding to one of Super's (1957) seven career patterns of women, it was found that the greatest proportion of subjects belonged to Super's stable working pattern, followed by the stable homemaking pattern. Cohort: G.

812 LATACK, JANINA C. and SHAW, LOIS B. "Routes to Higher Wages and Status: An Analysis of Career Mobility Among Women Workers." Special Report to the U.S. Department of Labor, 1983.

This paper examines women's mobility patterns and associated changes in wages and occupational status over a ten-year period. Mobility has different effects on the wages and occupational status of different groups of women. Intrafirm occupational changes lead to higher status jobs and average or above average wage gains for most groups. Intrafirm moves are also the best route to achieving higher wages for older women in sales and service jobs. Avoiding excessive simultaneous employer and occupational job changing is also important for improving wages for most groups. Older black women are an exception, however. Because they were initially concentrated in low-wage jobs, the most mobile were apparently able to improve their positions substantially. Thus, one pattern of mobility is not consistently superior to another as a route to higher wages and status, and different age, race and occupational groups need to follow different strategies to achieve success. Cohort: W.

813 LAURENCE, JANICE H.; HEISEY, JANE G.; MEANS, BARBARA; WATERS, BRIAN K. "Demographic Comparison of Low-Aptitude Military and Nonmilitary Youth." Alexandria, VA: Human Resources Research Organization, 1985.

The characteristics of low-aptitude male military recruits from Project 100,000 and the ASVAB misnorming periods were compared with corresponding civilian low-aptitude groups from the 1966 and 1979 National Longitudinal Surveys. Project 100,000 data were compared to unweighted data from NLS '66 and ASVAB misnorming data were compared to unweighted NLS '79 data in terms of aptitude subcategory, year of birth, race, education, geographic region, and income. These analyses were undertaken to develop appropriate civilian comparison groups for the military low-aptitude samples so that the impact of military service on the post-service lives of low-aptitude personnel might be studied. Results showed that Project 100,000 men differed from the NLS '66 sample mostly in terms of race and education. ASVAB misnorming and NLS '79 men differed in terms of education as well. The results of these analyses led to the estimation of sampling weights for the civilian low-aptitude groups to facilitate later analyses of economic variables. Cohort: M Y.

814 LAURENCE, JANICE H.; RAMSBERGER, PETER F.; KOLET, PATRICIA L. "Veteran's Life Experiences Study." (In-progress Research).

Though considerable research has been devoted to ascertaining the military performance of low aptitude recruits, there is a lack of documentation of the effects of military experience on those with low cognitive ability. Therefore, the Office of the Assistant Secretary of Defense funded a study of low aptitude military veterans to determine the long-term effects of military service. More specifically, the Veterans' Life Experiences Study (VETLIFE) was conducted by the Human Resources Research Organization with the assistance of the National Opinion Research Center. Surveys with content based upon the 1966 NLS of Young Men and the 1979 NLSY were administered from October 1986 through December 1987 to samples of low aptitude military veterans who were previously participants of the 1966-1971 Project 100,000 or entered service erroneously as part of the 1976-1980 "misnorming" of the enlistment test. To serve as a baseline for comparisons, samples of nonveterans were drawn from the preexisting 1966 and 1979 base years of the NLS. The NLS 1966 coincided with the Project 100,000 sample, containing men of comparable birth years. Likewise, there was considerable overlap between the young men interviewed as part of the 1979 NLSY and those who entered under the misnorming. The male low aptitude nonveteran components of the NLS surveys with birth-years coinciding with their respective veteran group have been identified. Following a variety of demographic (weighting) and economic adjustments, the NLS samples will be compared with the veteran groups to determine whether or not low aptitude veterans fared better, worse, or equal to their nonveteran counterparts on variables such as income, employment, educational attainment, etc. as a result of having served in the military. Cohort: B Y.

815 LAZEAR, EDWARD. "Age, Experience, and Wage Growth." *American Economic Review* 66 (September 1976):548-58.

This study estimates the human capital (i.e. work experience) component of earnings and found it to be about 1/3 of total compensation for young workers. "Aging" per se thus accounts for a significant proportion of wage growth over and beyond the effects of work experience; however, as individuals grow older the aging effect is less strong. Cohort: B.

816 LAZEAR, EDWARD. "Education: Consumption or Production?" *Journal of Political Economy* 85 (June 1977):569-97.

This paper attempts to determine whether the relationship between education and income results because schooling allows individuals to earn higher income or because higher income individuals purchase more of all normal goods, including schooling. Education is treated as a joint product, producing potential wage gains and utility simultaneously. The framework permits estimation of the rental price of a unit of education, net of consumption effects. The major finding is that education does causally produce income. By moving from 0 years of schooling to 12 years, the mean individual approximately triples his wealth. More surprising is that education is a "bad." Individuals stop short of acquiring the wealth-maximizing level of education because of the disutility associated with school attendance. Cohort: B.

817 LAZEAR, EDWARD. "Family Background and Optimal Schooling Decisions." *Review of Economics and Statistics* 62 (February 1980):42-51.

This paper considers whether variations in levels of attained schooling across groups can be explained by a model that assumes that capital markets are perfect and that individuals maximize wealth. The model set forth in this paper allows one to test for capital cost differences across income groups. Other things constant, evidence of very small differences is found. Cohort: B.

818 LAZEAR, EDWARD. "The Narrowing of Black-White Wage Differentials Is Illusory." *American Economic Review* 69 (September 1979): 553-564.

The recent evidence of a substantial narrowing of the black-white wage difference is due to a wage measurement problem. There has not been as great a narrowing in the black-white differential as it appears from looking at observed wages. Instead, blacks in recent cohorts have experienced a relative substitution of current wages for future wages or earnings power. But this differential in total compensation is severely overstated by differences in pecuniary wages. It appears that much of what employers have been giving nonwhites in current wages has been recaptured by a reduction in on-the-job training (OJT) provided. This paper estimates the unobserved component of wages. The size of this component is calculated for non-whites and whites separately and then compared. Since, as it turns out, the component is larger for whites than nonwhites, observed wage differentials understate true differentials. The most important conclusion is that nonwhite gains in pecuniary wages over the eight-year period under study were more than offset by declines in the unobserved OJT component of earnings. It is also the case that in terms of level of OJT, whites seem to receive substantially more than nonwhites in both periods. It is the change over time, however, that finds whites enjoying even greater gains in OJT than nonwhites. This causes the true differential to rise while the observed one falls. Cohort: B.

819 LAZEAR, EDWARD. "Schooling as a Wage Depressant." *Journal of Human Resources* 12 (Spring 1977):164-76.

Other things constant, students' measured wage rates are only about 85 percent those of nonstudents. This finding is consistent with a hypothesis that suggests that students receive an equalizing difference in the form of more flexible or easier jobs at the price of lower pecuniary earnings. Another finding of this study is that students who work only during the summer are less likely than others to accept lower-paying jobs. Furthermore, 92 percent of students who work change jobs upon graduation, and returns to school-leaving are linked to the switch. Finally, the results cannot be explained by student-glutted labor markets. Cohort: B.

820 LAZEAR, EDWARD and MILLER, FREDERICK H. "Minimum Wage versus Minimum Compensation." *Report of the Minimum Wage Study Commission* 5 (1981):347-80.

The question examined in this paper is whether a minimum wage constraint induces employers to reduce other aspects of compensation. In particular, we examine the relationship between the imposition of a minimum wage and the rate of subsequent wage growth. One possible hypothesis is that the provision of on-the-job training by the employer is reduced as a way to compensate for the increased pecuniary wage rate. We find little support for this hypothesis. Other papers, by Mincer and Leighton, and by Hashimoto, claim to find strong effects of this sort. Cohort: B.

821 LEHRER, EVELYN. "Log-Linear Probability Models: An Application to the Analysis of Timing of First Birth." *Applied Economics* 17,3 (June 1985): 477-489.

Nerlove and Press (1973, 1976) developed a procedure whereby jointly endogenous qualitative variables can be analyzed as functions of continuous or categorical explanatory factors. This method is used to develop the econometric model for the special case of two trichotomous jointly dependent variables. These variables are, in turn, applied to the determinants of age at initiation of childbearing, using data from the NLS Young Women cohort for the period 1968-1978. The results show that parental education, race, and whether the young woman was raised in an intact family emerge as variables with large aggregate effects. Certain factors, such as number of siblings and plans for age 35, are seen to have direct and indirect influences of opposite signs. This analysis demonstrates the potential usefulness of log-linear probability models. Cohort: G.

822 LEHRER, EVELYN and STOKES, HOUSTON. "Determinants of the Female Occupational Distribution: A Log-Linear Probability Analysis." *Review of Economics and Statistics* 67, 3 (August 1985): 395-404.

This study examines the determinants of two aspects of occupations which have been found to have important influences on female wages: the skill level associated with the occupation and the sex composition of the occupation (typically female versus male or integrated). Using a log-linear probability technique and data from the NLS Young Women cohort, hypotheses drawn from the economic and sociological literature are tested. Cohort: G.

823 LEIBOWITZ, ARLEEN; WAITE, LINDA J.; WITSBERGER, CHRISTINA. "Child Care for Preschoolers: Differences by Child's Age." *Demography* 25,2 (May 1988): 205-220.

Because of the high rates of employment of mothers, a large and increasing number of preschool children receive regular care from someone else. This paper develops and tests hypotheses about choice of child care arrangements for younger and older preschool children using data from the Young Women's cohort. The authors argue that appropriate care depends on the age of the child. It includes both care by the mother and care by a paid provider in the child's home for children aged 0 to 2, and mother care and nursery school or center care for those 3 to 5. Models of the mother's employment and choice of child care are estimated separately for younger and older preschoolers. The results show that need for care, presence of substitutes for the mother, financial resources, and preferences all affect both full-time care by the mother and type of child care chosen by working women, although they affect these two decisions in different ways. Cohort: G.

824 LEIBOWITZ, ARLEEN and WAITE, LINDA J. "Women's Employment During Pregnancy and Following Birth." (In-progress Research).

This in-progress research will examine the changes in labor force behavior that are made by women before and after the birth of a child. We will use data from the NLSY to examine the duration of employment during pregnancy and the amount of time elapsed before a woman returns to work after a birth. This data set is ideally suited to the examination of these topics because of the extensive information on labor supply factors occurring at the time of a child's birth and attitudinal data. In addition, the enhanced sample sizes for black, Hispanic and teenage mothers allow the testing of hypotheses regarding the behavior of these important minority groups. The timeliness of the data is crucial, since labor supply of pregnant women and recent mothers has increased dramatically in the last decade. Our empirical modelling will rely heavily on hazard models, which exploit the temporal relationships in the data to a greater extent than previous studies of labor supply near the time of a birth. This method also allows us to include data on women who do not return to work after a birth during the data collection period. Our methods will explicitly allow for heterogeneity among women in unobservable factors that persist for the woman over several births. The results from the proposed research will aid employment policy makers designing policies that take into account childbearing of employed women, and will help health policy makers concerned with the well-being of mothers and children take into account the employment of women when pregnant and after a birth. Cohort: Y.

825 LEIGH, DUANE E. *An Analysis of the Determinants of Occupational Upgrading.* New York: Academic Press, 1978.

The occupational mobility of individual workers is examined in attempting to test several hypotheses drawn from human capital theory and the dual labor market hypothesis. The tests involve a comparison of the occupational advancement of black and white males in similar age categories using two sources of longitudinal data. Census data allow the measurement of occupational change between 1965 and 1970, while change over the 1966-69 period is examined using the NLS of Young Men. Results indicate that education and post-school investments in vocational training and job tenure have positive effects of roughly similar magnitudes on the upgrading of blacks and whites. Controlling for these personal endowments, the effect on upgrading of mobility between employers is also estimated. Cohort: B.

826 LEIGH, DUANE E. "An Analysis of the Interrelation between Unions, Race, and Wage and Nonwage Compensation." Final Report, Employment and Training Administration, U.S. Department of Labor, 1978.

Using data from the NLS of Older and Young Men, this report presents estimates of the effect of unions on relative wage rates and on a variety of measures of nonwage compensation. For white workers, results obtained from a two-equation model in which wages and union status are endogenously determined indicate that the usual single-equation estimates of union-nonunion wage differentials overstate the true relative wage impact of unions. This conclusion does not hold, however, for black workers. The relatively large relative wage estimates obtained for blacks confirm previous results showing larger union-nonunion wage differentials for blacks than whites. Among nonwage variables, unions are found to decrease the quit propensities of workers in both racial groups. Similarly, a comparison of the occupational mobility of workers who remain with the same employer indicates that unionized whites do not enjoy systematically greater promotional opportunities relative to unionized blacks within internal labor markets. Cohort: B M.

827 LEIGH, DUANE E. "The Determinants of Workers' Union Status: Evidence from the National Longitudinal Surveys." *Journal of Human Resources* 20,4 (Fall 1985): 555-566.

According to the literature on determinants of union status, substantial differences exist in the likelihood of union membership by persons with various characteristics. It is unknown if this trend is due to differences in individual worker's preferences for union representation rather than differences in the availability of unionized jobs; Farber (1983) encountered a censoring problem in estimating his queue for explaining the process. However, using the 1980 wave of the Young Men Cohort of the NLS largely avoids this problem and permits direct estimation of crucial probabilities associated with the model. There are important differences in econometric methodologies and the data sets analyzed, but the results support Farber's conclusion that queuing for vacancies in existing union jobs is an important labor market phenomenon. Supply constraints on the availability of union jobs dominate worker preferences in explaining differences in extent of unionization by occupation and region. Cohort: B.

828 LEIGH, DUANE E. "Do Union Members Receive Compensating Wage Differentials?" *American Economic Review* 71 (December 1981):1049-55.

Two conclusions may be drawn from the findings presented here. First, Duncan-Stafford's longitudinal evidence showing that higher union wages represent a compensating differential for undesirable working conditions does not generalize to NLS data for Young Men. Second, the NLS evidence appears to be more consistent with a collective voice view of unionism than it is with the interdependencies hypothesis advanced by Duncan and Stafford. In particular, results obtained for union joiners and leavers indicate that working conditions in the union sector are at least equal to those in nonunion jobs, as would be expected if, despite their higher wages, organized workers have a direct impact through their unions in altering disagreeable working conditions. Cohort: B.

829 LEIGH, DUANE E. "The Effect of Job Experience on Earnings Among Middle-Aged Men." *Industrial Relations* 15 (May 1976):130-57.

The purpose of this paper is to improve on the specification of job experience as measured by current age minus age at completion of schooling. Using work history information for middle-aged men, a model is investigated that focuses on the determination of first-job occupation, occupational change between first job and current job, and current wage rate. The primary finding is that it is work experience accompanied by occupational advancement rather than work experience per se that has an effect on the distribution of wage rates. Cohort: M.

830 LEIGH, DUANE E. "The Effect of Unionism on Workers' Valuation of Future Pension Benefits." *Industrial and Labor Relations Review* 34 (July 1981):510-21.

The author focuses on the impact of unionism on pension benefits that middle-aged male workers expect to receive at retirement. The valuation of future benefits is examined because expected benefits rather than actual expenditures by employers in pensions should be the more important variable in explaining the labor market behavior of individual workers. Data from the NLS of Older Men 45-59 suggest that union workers are more knowledgeable than non-union workers about their retirement benefits. Among firms providing benefits, expected benefits are actually lower in union firms than in non-union establishments; however, nonunion firms are less likely to to provide pension benefits. Cohort: M.

831 LEIGH, DUANE E. "How Accurate are Workers' Perceptions of Future Pension Benefits?" Working Paper, Department of Economics, Washington State University, 1982.

Using data from the NLS of Older Men, this paper examines the accuracy of workers' perceptions of their future pension benefits by comparing expected benefits measured in 1971 to benefits measured in 1976. The empirical results suggest, controlling for the effects of variables likely to be related to accuracy of perceptions, that workers generally underestimate the level of pension income they will receive upon retirement. Extent of underestimation is found to be largest for individuals not yet old enough to retire and smallest for individuals who actually retired during the time period examined. There is no evidence of a systematic difference between union and nonunion workers in the accuracy with which future benefits are perceived. Cohort: M.

832 LEIGH, DUANE E. "The National Longitudinal Surveys: A Selective Survey of Recent Evidence." *Review of Public Data Use* 10 (October 1983):185-201.

This paper provides a selective survey of recent empirical studies, largely by economists, which are based on the four original age-sex-cohorts of the NLS. The survey is organized around the following labor market issues: (1) the estimated returns to schooling; (2) the impact of early labor market experience on subsequent employment and earnings; (3) the effect of discontinuous work experience on the earnings and labor supply decisions of married women; and (4) the retirement decision of older workers. Cohort: B G M W.

833 LEIGH, DUANE E. "Occupational Advancement in the Late 1960s: An Indirect Test of the Dual Labor Market Hypothesis." *Journal of Human Resources* 11 (Spring 1976):155-71.

The occupational mobility of black and white males during the late 1960s is examined to test the hypotheses that large and systematic racial differentials exist in both between-firm and within-firm job upgrading. Longitudinal data from the 1970 Census and the NLS of Older and Young Men are used in the empirical analysis. Neither sample provides evidence of a systematic racial differential in the effect of interfirm mobility on occupational advancement. The evidence with respect to intrafirm advancement is less unequivocal. Given the racial differential in initial occupational levels, however, only small black-white differences in advancement appear within internal labor markets. Cohort: B M.

834 LEIGH, DUANE E. "Racial Differentials in Returns to Human Capital Investments: Further Evidence from the Longitudinal Surveys." Mimeo, University of Wisconsin, Institute for Research on Poverty, 1974.

The author analyzes the impact of formal schooling and vocational training on alternative measures of labor market success for men. The results agree with Freeman and Flanagan that during the period between 1966-1969, occupational advancement is significantly related to formal education for whites; for blacks, post school vocational training and firm specific experience lead to greater advancement. For both racial groups, the advancement is greater among young men; but, for neither age cohort is occupational segregation sufficiently strong to negate the advancement of black men. Cohort: B M.

835 LEIGH, DUANE E. "Racial Differentials in Union Relative Wage Effects: A Simultaneous Equations Approach." *Journal of Labor Research* 1 (Spring 1980):95-114.

This study investigated the effect of relative wages on union status and the effect of unions in raising wages using a three-equation model determining unionism and union and nonunion wage rates. Parameters of the model were estimated using the NLS examples of Young and Older Men. The primary focus of the analysis was on racial differentials of these effects within age groups. Estimation of the unionism equation indicated that for both age cohorts, union status is generally as sensitive to the personal characteristics and industry of employment of blacks as it is for whites. Among middle-aged men, the predicted union-nonunion wage differential has a positive and significant impact on union status, with the estimates obtained for whites exceeding that for blacks. The effect of relative wages for young men was found to be positive but not statistically significant for either racial group. The interpretation given these results is that choice of union status appears to be more constrained by employer selectivity for young workers and for middle-aged blacks than it is for middle-aged whites. Cohort: B M.

836 LEIGH, DUANE E. "Racial Discrimination and Labor Unions: Evidence from the NLS Sample of Middle-Aged Men." *Journal of Human Resources* 13 (Fall 1978):568-77.

This study examines the relationship between unions and labor market discrimination. Despite a few differences in data bases, most of the findings reported in this paper support Ashenfelter's earlier analysis of the same study. With respect to industrial unions, collective bargaining coverage was found to produce a larger covered-noncovered wage differential for blacks than for whites. These unions appear to have an important wage leveling effect across skill categories of jobs and there is no evidence that blacks are disproportionately excluded from membership. Alternatively, craft unions appear to practice entry discrimination against blacks, and covered-noncovered earnings differentials earned by skilled and semiskilled whites are significantly higher than those earned by blacks. In addition, wage differentials received by unionized workers in construction are considerably larger than those received by craft unions outside the building trades. The overall impact of craft unions on black-white earnings ratio in 1969 was to depress the ratio slightly relative to what it would have been in the absence of unionism. Cohort: M.

837 LEIGH, DUANE E. "Union Preferences, Job Satisfaction, and the Union-Voice Hypothesis." *Industrial Relations* 25,1 (Winter 1986): 65-71.

According to Freeman's (1976) exit-voice model of unionism, unions provide their members with a collective voice to address grievances, moderating the effects of worker dissatisfaction on turnover. The model was tested using data from the 1980 Young Men's cohort. The survey assessed work dissatisfaction and desires for union representation for both union and nonunion workers. Union workers expressed significantly higher levels of job dissatisfaction than nonunion workers, but regardless of the level of satisfaction, they desired union representation more strongly. This finding, in relation to lower union worker quit rates, provided support for the exit-voice model. Nonunion workers' desires for unionism sharply increased with rising levels of job dissatisfaction. While desires for union representation grew with pay satisfaction for union workers, they decreased with pay satisfaction and education for nonunion workers. Finally, nonwhite workers expressed the strongest desires for union representation, especially nonunion, nonwhite workers. Cohort: B.

838 LEIGH, DUANE E. "Unions and Nonwage Racial Discrimination." *Industrial and Labor Relations Review* 32 (July 1979):439-50.

This paper departs from earlier studies of racial differences in union impact by concentrating on differences on two nonwage labor market outcomes: the exit propensity of individual workers and their opportunities for occupational upgrading. Using data from the NLS of Young and Older Men, the author finds that unionism lengthens tenure and reduces quits for blacks and whites alike in both categories. Similarly, no systematic racial difference is found in the opportunities for occupational advancement available to unionized blacks in comparison to unionized whites. The author concludes that union bargaining over nonwage conditions of employment does not have the effect of negating the positive impact of unions on the ratio of black to white wages documented in previous studies. Cohort: B M.

839 LEIGH, DUANE E. "Why is There Mandatory Retirement? An Empirical Re-Examination." *Journal of Human Resources* 19,4 (Fall 1984):512-531.

In attempting to provide a more comprehensive empirical analysis of the determinants of mandatory retirement practices, this paper adds to the empirical predictions of Lazear's "incentives" model several implications drawn from a specific training model of mandatory retirement. These implications relate mandatory retirement to costs of monitoring worker performance and investments in specific human capital. Using data from the NLS Older Men sample, evidence is presented supporting the conclusion that both monitoring costs and specific training are important elements of an economic explanation of mandatory retirement. Cohort: M.

840 LEIGH, DUANE E. and DUNCAN, GREGORY M. "The Endogeneity of Union Status: An Empirical Demonstration." Unpublished ms., Department of Economics, Washington State University, 1983.

An unsettled issue in the literature relating to the relative wage effect of unions is the appropriate treatment of union status in a wage determination model. In the context of a three-equation model determining union membership and union and nonunion sector wage rates, this paper presents an instrumental variables (IV) procedure for estimating the parameters of the wage equations and a test of the exogeneity of union status using the Hausman specification test. An advantage of our IV procedure in comparison to the widely used inverse Mill's ration procedure is that our procedure is a distribution-free estimator, whereas the inverse Mill's ration estimator hinges on the assumption that the joint probability distributions of the error terms are bivariate normal. Using data for a sample of middle-aged white workers, we estimate the parameters of the union and nonunion wage equations with both procedures. On the key question of the endogeneity of union status, the Hausman test decisively rejects the null hypothesis of exogeneity. The inverse Mill's ratio procedure, in contrast, provides coefficient estimates on the selectivity terms that fail to indicate evidence of sample selectivity in either sector. Cohort: B M.

841 LEIGH, DUANE E. and HILLS, STEPHEN M. "Male-Female Differences in the Potential for Union Growth Outside Traditionally Unionized Industries." *Journal of Labor Research* 8,2 (Spring 1987): 131-142.

Using recent NLS data on preferences for union representation, this paper examines whether differences by sex exist in the potential for union organizing outside of traditionally unionized industries. The methodology used distinguishes between workers' preferences for union representation and the relative supply of union jobs in explaining interindustry differences in the extent of unionization. Within the private sector, women employed in industries other than traditionally unionized industries are found to have at least as strong a preference for unionization as comparable men, but a considerably lower opportunity for unionized employment given the desire for union representation. Comparing the public sector with traditionally organized industries, the greater extent of unionization in the public sector is largely explained by a stronger desire for union representation on the part of both male and female public sector employees. Cohort: B G.

842 LEIGH, DUANE E. and HILLS, STEPHEN M. "Public Sector-Private Sector Differences in Reasons Underlying Expressed Union Preferences." *Journal of Collective Negotiations in the Public Sector* 16,1 (1987): 1-14.

Recent waves of the Young Men and Young Women NLS samples provide information not only on how respondents would vote in a hypothetical union representation election, but also on the primary reason for their vote. This paper uses the primary reason information to examine whether differences exist between public sector and private sector workers in the reasons underlying expressed voting preferences. The major finding of the paper is that the relatively large demand of public employees for union representation reflects a relatively strong preference for collective action. Our interpretation of this finding is that public employees recognize the economic payoff to collective behavior in the political arena. Cohort: B G.

843 LEIGHTON, LINDA S. "The Structure and Determinants of Youth Unemployment: An Empirical Analysis of Black-White, Male-Female Differences." Final Report, Employment and Training Administration, U.S. Department of Labor, 1980.

This research examines the structure and determinants of unemployment among young men and women. The NLS of Young Women and Men from 1968 through 1971 are utilized. Respondents included blacks and whites between the ages of 16 and 24. The unemployment rate over a period of time is decomposed into incidence, duration, and non-participation. To gauge which component of the rate is primarily responsible for group differences, percent differentials in the rate and its components are calculated for selected population groups. In general, higher unemployment wages are attributable to higher employment probabilities, but non-participation is also important in creating group differences, especially in male-female comparisons among blacks. With few exceptions, duration works to narrow the sex differential, and does not contribute significantly to the racial difference. Since unemployment incidence is primarily responsible for group differences, the analysis focuses on labor mobility. Cohort: B G.

844 LEIGHTON, LINDA S. "Unemployment over the Work History: Structure, Determinants, and Consequences." Ph.D. Dissertation, Columbia University, 1978.

This dissertation investigates differential patterns of unemployment over the work history. Particular attention is paid to the role of traditional human capital variables in reducing employment instability. Comparisons are made for four race age groups among male labor force participants. This research extends previous studies of differential unemployment in four important ways: (1) the unemployment rate is segmented into its underlying components: incidence, average duration per spell, and number of spells; (2) unemployment is studied over progressively wider time spans, thus reducing the selectivity bias inherent in short period analyses; (3) the relationship between turnover and unemployment is examined; (4) detailed information on the reason for unemployment is utilized. Higher unemployment rates of the young compared to the mature, of blacks compared to whites, and of the enrolled relative to the nonenrolled were generated primarily by higher probabilities of unemployment and not by longer spells. The incidence of unemployment was a sufficient statistic to predict the relative size of the unemployment rate for different demographic groups both in the short and long run. This was not true for average duration per spell, number of spells or proportion of time unemployed. The unemployment rate for job holders is separated first into a quit and a layoff related unemployment rate, and then each is segmented further into a turnover rate, a conditional probability of unemployment, and an associated duration of unemployment. Estimates of these basic measures are calculated for each demographic group and examined by skill levels for at least two periods. Three general observations emerged for all groups: (1) a high proportion of quitters became unemployed; (2) layoff did not necessarily imply unemployment; (3) job change did not mean unemployment nor was unemployment synonymous with job change. For young men, job sampling, as indicated by high quit rates combined with relatively low probabilities of job prearranging, let to high probabilities of quit related unemployment. Thus, the primary form of youthful unemployment was voluntary. Among the experienced labor force, layoff unemployment, particularly temporary layoffs, was the dominant case of unemployment. Quit unemployment was relatively unimportant among mature men and was due chiefly to personal factors such as poor health and family reasons. The high probabilities of unemployment observed for black workers were attributable to higher layoff rates and to higher probabilities of unemployment given a job separation and not to higher quit rates. The unemployment rate and its underlying components are correlated to worker characteristics, industry and previous employment history using multiple regression analysis. Three points were evident: (1) skill levels, measured by education, hourly wages, and current job tenure, were the most consistently significant determinants of the probability of unemployment; (2) the incidence of quit and layoff unemployment could be understood quite well in terms of the turnover probabilities. The conditional probabilities of unemployment were not strongly correlated to worker or job characteristics; (3) unemployment compensation increased job instability, measured by number of spells, for mature workers, and therefore tended to increase total weeks unemployed. Among the young, benefits were more apt to increase average duration per spell. Lastly, the immediate and future consequences of unemployment on relative wage growth are examined. For white youths, the immediate effect of an incidence of unemployment was to reduce wage growth. In contrast, unemployment had no adverse consequences on the wage gains of black youth, suggesting little on the job investment. For workers approaching retirement, unemployment also had minimal impact on relative wage growth. Cohort: B M.

845 LEIGHTON, LINDA S. and MINCER, JACOB. "Effects of Minimum Wages on Human Capital Formation." In: *The Economics of Legal Minimum Wages*, S. Rattenberg, ed., Washington, D.C.: American Enterprise Institute for Public Policy Research, 1981.

The hypothesis that minimum wages tend to discourage on-the-job training is largely supported by our empirical analysis. Direct effects on reported job training and corollary effects on wage growth as estimated in microdata of the NLS of Young Men and Michigan Income Dynamics (MID) are consistently negative and stronger at lower education levels. Apart from a single exception, no effects are observable among the higher wage group whose education exceeds high school. The effects on job turnover are: a decrease in turnover among young NLS whites, but an increase among young NLS blacks and MID whites. Whether these apparently conflicting findings on turnover reflect a distinction between short and long run adjustments in jobs is a question that requires further testing. Cohort: B.

846 LERMAN, ROBERT I. "Do Welfare Programs Affect Schooling and Work Patterns of Young Black Men and Women?" Presented: Cambridge, MA, Conference on Inner City Black Youth Unemployment, 1983.

This paper discusses the role of income transfer programs in searching for explanations of the poor labor market outcomes for black and low income youth. For young black men, the significant predicted welfare effects indicated that much of the negative outcomes are actually due to the welfare experience. However, the larger and more systematically significant effects of actual as opposed to predicted welfare suggests that some negative youth outcomes are attributable to unmeasured attitudes and other characteristics associated both with welfare participation and low employment related capacities of the youths' family. Young black women interact with welfare programs in a much larger and more direct way than do young black men. Effects on young men are found to take place mainly as a result of benefits received by parents or other relatives. In contrast, young women seem to be affected both indirectly as a result of a parent's or relative's benefit and directly when they become an unmarried mother and head of their own welfare family at the time of normal entry into the labor market. The empirical results show clear negative effects from welfare programs on the employment and earnings of young black women. Unlike the case of young men, it is possible to identify mechanisms through which welfare programs influence young women. The evidence goes beyond welfare's influence on young women to become unmarried mothers. Even among unmarried mothers, the receipt of welfare benefits tends to reduce employment and earnings. A measure of the young women's employability, predicted welfare, exerted a substantial negative impact on the labor market performance of unmarried mothers. Racial differentials in the share of young living with a family on welfare appear quite large. With 20-30 percent of black youth and only 5 percent of white youth interacting with the welfare system, any welfare effects on youth employment could account for a significant part of the overall and surprisingly high racial differentials in employment levels. Cohort: Y.

847 LERMAN, ROBERT I. "A National Profile of Young Unwed Fathers: Who Are They and How Are They Parenting?" Presented: Conference on Unwed Fathers, Catholic University, 1986.

Using data from the 1979-1985 NLSY, this report profiles the characteristics of young men who are unwed fathers. Young unwed fathers were found to be generally less educated with lower academic abilities, to have engaged in sexual intercourse at an earlier age, and to be more involved in criminal activities than other young men. Family background factors such as low family income and having lived in a welfare household increased the probability that a young man would become an unwed father. Significant race differences in unwed fatherhood remained even after taking account of family background and other personal differences. Cohort: Y.

848 LERMAN, ROBERT I. "The Nature of the Youth Unemployment Problem: A Review Paper." Technical Analysis Paper No. 69, U.S. Department of Labor, 1980.

This paper provides an overview of the nature and severity of youth unemployment utilizing data from both the NLS and CPS. The author investigates youth unemployment from the classical position that there are two types of reasons for the large difference between youth unemployment and adult unemployment--first, that youths are less desirable to potential employers than older, more experienced and perhaps better-trained adults; and second, that youth unemployment is natural and inevitable due to the high turnover, seasonality and school-to-work transition inherent to teen-age labor force participation. It is found, however, that the seasonal pattern of youth labor force entry has no effect upon the unemployment rate, and that the high turnover rate of youth accounts for only 30 percent of the youth/adult differential. Family status differences, such as leaving school and becoming financially independent, can account for up to 75 percent of the employment/population ratio of white youths. Limited work experience and education also are found to affect the level of youth employment. Although it is concluded that, ceteris paribus, a black youth has ten points lower employment possibilities than a white youth, many of the large racial differences in employment status seem to be somehow related to Armed Forces enrollment patterns--apparently more blacks than whites enter the military, for whatever reasons. For males, the racial differential in crime rates and arrest records is also a potential factor, as employers still use this data in hiring decisions, even though the practice is illegal. For females, family status differences appear to account for half the racial differences in employment status. Finally, for both sexes and races, although more pronounced for blacks, the difference in family economic status is also a major determinate of unemployment. Cohort: B G.

849 LERMAN, ROBERT I. "Who are the Young Absent Fathers?" *Youth and Society* 18,1 (September 1986): 3-27.

Characteristics of young absent fathers in the United States are investigated using data from the NLSY (number of cases = 12,686 individuals aged 14-21 in 1979); follow-up interviews were conducted with 90% of the initial sample each year from 1980 to 1985. Tabulations of the data reveal that 1 in 3 young fathers live apart from at least 1 of their children. Although most absent fathers are white, young black males are more likely to become absent fathers than are whites or Hispanics. Of young black fathers, 70% are absent, and their absence or presence does not necessarily correspond with their marital status. Absent fathers, particularly whites and Hispanics, grew up in lower-income families than did other youth, and had less favorable employment and educational backgrounds. Directions for future research are discussed. [Sociological Abstracts, Inc.] Cohort: Y.

850 LEUTHOLD, JANE H. "The Effect of Taxation on the Probability of Labor Force Participation by Married Women." *Public Finance* 23 (1978):280-94.

This study explores the impact of high marginal rates of tax on the labor force participation decision of married women with husbands present. Data from the NLS of Mature Women ages 30-44 are used to estimate a linear probability model of female labor force participation. The model relates the probability of a married woman working outside the home to various explanatory variables including the wife's disposable wage rate, the husband's after-tax wage, the after-tax non-work income of the family, the age and education level of the wife, the number and ages of the children, attitudes toward working, health of the wife, homeownership, and the demand for female labor. The results, based on a multivariate probit analysis, indicate that taxes tend to discourage female labor force participation and that the impact is stronger for black than for white wives. The estimation results were used to compute participation tax elasticities for white and black wives. The tax elasticities, showing the expected percentage change in the probability of labor force participation for a one percent change in the marginal tax rate, were negative and significantly different from zero for both races. The tax elasticity for black wives was roughly twice that of white wives. Cohort: W.

851 LEUTHOLD, JANE H. "The Effects of Taxation on the Hours Worked by Married Women." *Industrial and Labor Relations Review* 31 (July 1978):520-26.

In this article, the author examines the effect of taxation on the labor supply of married working women. Tax increases have a negative impact on female labor supply. Regardless if the women were white or black, the presence of preschool children decreases the number of hours worked and husband's approval of working increases the number of hours worked. Cohort: W.

852 LEUTHOLD, JANE H. "Taxes and the Two-Earner Family: Impact on the Work Decision." *Public Finance Quarterly* 7 (April 1979):147-161.

This study investigates the effects of marginal rates of income and payroll taxation on the hours worked by two-earner families. The labor supply model shows the tax structure as an important factor in the family's work decision. In addition, changes in the marginal rate of tax can be expected to cause a realignment of the family's work responsibilities. Cohort: M.

853 LEWIS, MORGAN V.; GARDNER, JOHN A.; SEITZ, PATRICIA. "High School Work Experience and Its Effects." Report, U.S. Department of Education, Columbus, OH: National Center for Research in Vocational Education, 1983.

This study examined both the jobs held while in high school and the characteristics of the students who held them. The major question was whether school supervision of jobs influenced the nature of work experience and its apparent educational and labor market effects. About two-thirds of all students held jobs while in high school, most of which they obtained on their own. School supervision of employment and concentrated pattern of participation in vocational courses were associated with holding jobs at higher skills level, especially for women. School supervision was also associated with fewer reports of school problems or delinquent behavior. Cohort: Y.

854 LIAO, HUEI-CHU. "Wage Premium and High Layoff Probability Jobs." Ph.D. Dissertation, The Ohio State University, 1989.

This paper investigates the wage-layoff relationship. First, the wage compensation requested by workers is discovered. Then, similar to the hedonic model derived by Rosen and Thalers, a positive nonlinear wage-layoff relationship is found. In order to estimate this nonlinear equilibrium, a two stage least square method is used. The results show that the request of wage premium is only observed in the industry category layoff rates but not in the firm specific or occupation category layoff rates. This empirical evidence is due to some unobservable characteristics in this data set. Workers receiving higher wage rates usually endow some superior characteristics such as more honest or aggressive behavior which will increase higher productivity and drop the layoff probability for them. However, these unobservable characteristics happen more in comparing the individual in the occupation but not in the industry. White collar employees always receive high wage but low layoff rates, while the workers in the high layoff probability industry do receive wage compensation. Cohort: Y.

855 LICHTER, DANIEL T. "Household Migration and the Labor Market Experience of Married Women." Ph.D. Dissertation, The University of Wisconsin-Madison, 1981.

This study attempted to assess the appropriateness of economic models of migration decision-making in explaining the geographic mobility of married women. Toward this end, two general objectives were pursued: (1) to examine the contribution of the wife's employment-related experiences to the subsequent geographic mobility of their families; and (2) to examine the effect of household migration on the wife's position in the labor market, particularly with respect to her job continuity, earnings, occupational mobility, and job satisfaction. The NLS of Mature Women provided a unique source of data in which to address these issues. Although employment by the wife reduced the probability of family geographic migration, and this relationship generally persisted across various female subgroups, specific characteristics of the wife's job were of little utility in explaining the migration of their families. At least for this age cohort, the wife's earnings, occupation, and job attitudes were not found to be systematically related to family migration, thus suggesting that migration may be largely exogenous to the employment experiences of many women. This general conclusion provided a vivid contrast with patterns of association observed between husbands' job characteristics and family migration. The implication is that many of our notions about migration selectivity appear to be generally inapplicable to older married women. Since family migration was not significantly influenced by the wife's specific employment activities, a central underlying premise of this study was that migration adversely affects the work experiences of married women. Indeed, the results provided little evidence that individual economic models are suitable for explaining the migration of married women. The analysis points to migration as having a deleterious effect on women's employment experiences primarily through its contribution to reductions in the likelihood of being in the labor force. The reduced labor supply tended to promote declines in annual earnings, on the average, for migrant women relative to nonmigrants. At the same time, husbands--as well as nonmarried women--tended to show earnings increases during the migration interval, a finding consistent with cost-benefit conceptualizations of migration. Cohort: W.

856 LICHTER, DANIEL T. "The Migration of Dual-Worker Families: Does the Wife's Job Matter?" *Social Science Quarterly* 63 (March 1982):48-57.

The broad objective of this study is to bring women into the family migration equation, paying particular attention to the contribution of her job-related experiences to the explanation of family geographic mobility. Two general conclusions are drawn: (1) migration is inhibited in families in which the wife is engaged in market work, but (2) there is little evidence that specific job attributes of the wife aid in the explanation of family migration differentials. Cohort: W.

857 LICHTER, DANIEL T. "Socioeconomic Returns to Migration Among Married Women." *Social Forces* 62 (December 1983).

The aim of the present study is to: (1) examine the effect of migration on changes in earnings among a cohort of older married women; and (2) assess whether "returns" to migration vary systematically by the wife's educational and occupational resources in a manner consistent with the tenets of family resource theory. Using the Mature Women cohort of the NLS, we find that migration has a significant negative effect on earnings in the short-term, but that the longer- term effects are minimal. Contrary to our hypothesis, however, the negative effect of migration on married women's earnings is not diminished regardless of levels of educational and occupational resources. The implications of these results are discussed. Cohort: W.

858 LIGHT, AUDREY L. and URETA, MANUELITA. "Gender Differences in the Quit Behavior of Young Workers." (In-progress Research).

This project will use the NLS cohorts of Young Men and Young Women to investigate whether gender is a reliable predictor of whether young workers will quit their jobs. The following questions will be addressed: What observable characteristics determine the quit behavior of young workers? Is gender among them? Do the predictors differ for men and women? Do they differ across cohorts? Do men and women with similar commitments to the labor force differ in their quit propensities. The proposed research will integrate and expand upon three bodies of literature: studies of female labor force participation patterns, empirical analyses of job shopping, and comparisons of male-female quit behavior. Little is known about early career mobility in general, and the quit behavior of women in particular. Recent advances in the analysis of duration data have not been satisfactorily applied to these issues. In addition, much of the information in the NLS has yet to be fully exploited. It is simply not known whether young women are quitters in comparison to young men, nor whether men and women who remain in the labor force shop for jobs in a similar manner. Cohort: B G.

859 LIGHT, AUDREY L. "Job Shopping and the Wage Growth of Young Men." Ph.D. Dissertation, University of California - Los Angeles, 1987.

This study examines job mobility and wage growth in a sample drawn from the NLS of Young Men. The early career is highlighted because most young workers undergo rapid turnover and enjoy substantial wage growth as they shop for a good match. The objectives are: (1) to describe the labor force activities of young men; (2) to determine whether job-specific investments are undertaken during the early career and, if so, whether they increase in match quality; and (3) to compare within-job and between-job wage growth. Recognition that match quality depends on both wage levels and wage growth distinguishes this study from previous work. A job shopping model incorporates this broad view of match quality and yields the implication that within-job wage growth--to the extent that it reflects investment in job-specific human capital--is an outcome of job shopping. The model justifies the fact that job changers may accept a wage cut in exchange for increased wage growth. The analysis has three parts. First, wage regressions are estimated with completed job duration serving as a proxy for unobserved match quality. These regressions suggest that young workers do undertake job-specific investments, and that laborers and high school educated workers invest more intensively in high quality (longer) matches. In addition, workers receive a boost in starting wages upon moving to more durable matches. Next, regressions of first differences (both within and between jobs) are estimated. These regressions fail to show increased within-job wage growth on longer jobs, but they show substantial wage growth in general. The average worker receives 5.7 percent wage growth by remaining on the job for an additional year and 7.9 percent wage boost by changing jobs. Clearly, young men change jobs because they are offered a higher current wage. The final analytic section presents linear estimate of the probability that a job ends. These regressions reveal that the exit hazard declines in experience and tenure. Apparently, jobs become more valuable as tenure increases because specific investments are undertaken. The hazard also decreases in the current wage, but increases in wage growth. This suggests that workers with high wage growth receive extremely attractive job offers. [UMI ADG8721042] Cohort: B.

860 LILLARD, LEE and TAN, HONG W. "Early Career Job Training and Labor Market Outcomes." (In-progress Research).

This project will study the participation of young men in private and public sector training, the consequences of training for their earnings and employment stability in the important early career phase, and how these training-outcome relationships have changed over the past two decades for different youth cohorts. The proposed research builds on the authors' previous work on private sector training (in particular, Lillard and Tan 1986, and Tan 1987) and extends it to address a number of substantive and modeling issues. The issues that we propose studying are central to an understanding of how the youth labor market operates. The substantive issues include the role of job training in the deteriorating employability of minority youth, the implications of the shift of jobs from manufacturing to service industries on youth training and employment stability across youth cohorts, and the impact of technical change on training requirements. Also considered will be the issue of how training may address the recent controversy over the interpretation of wage growth with tenure as well as several modeling issues. These substantive and related methodological issues will be examined using the NLS of Young Men age 14-24 in 1966, and NLSY age 14-21 in 1979. Each survey contains self-reported measures on training and, for the most recent NLSY surveys, on their participation in government training programs as well. Building upon previous research, training will be cross- classified by source and type into four main categories, recognizing that each kind of training has different determinants and different labor market outcomes. The determinants and labor market effects of training will be investigated separately by race and ethnicity. Pooling of the two NLS surveys will allow exploration of trends in training for schooling cohorts (defined by year of labor market entry). The authors will develop innovative econometric methodologies that exploit the panel nature of these NLS surveys, and address the critical issues of selectivity and heterogeneity. These models will allow us to study both the timing and spacing of multiple training events of different kinds, and their consequences for earnings and employment stability. Cohort: B Y.

861 LILLARD, LEE and TAN, HONG W. "Private Sector Training: Who Gets It and What Are Its Effects." Mimeo, The Rand Corporation, 1986.

Training after high school in the United States was studied to determine who is trained and the extent of training, as well as economic consequences of training. Data sources were the Current Population Survey (CPS) of 1983, the NLS of Young Men, Older Men, and Mature Women cohorts for 1967 to 1980, and the Employment Opportunities Pilot Projects Surveys (training of the economically disadvantaged in 1979 and 1980). It was found that nearly 40% of both men and women in the CPS reported undertaking training to improve current job skills. For a given 2-year period in the NLS, the fractions of young men, career women, and older men reporting some training were about 30%, 24%, and 10%, respectively. For all three groups, the employer was the single most important source of training. Only 11% of the disadvantaged sample reported some training over a similar time interval, with a relatively low proportion getting training from company sources. Also assessed are analyses concerning factors that determine the probability of getting training for each source and type of training, and the effects of training on earnings, earnings growth, and employment stability. [ERIC ED-284464] Cohort: B M W.

862 LIN, SHEILA SEUBOLD and OLIVER, PAMELA. "The Absent Brother: The Effect of Sex of Siblings on Aspirations and Parental Encouragement Of Young Women." Presented: Midwest Sociology Association Meeting, 1979.

The authors analyze the hypothesis that women reared without brothers experience higher educational aspirations than women reared with brothers. Some support is offered for the hypothesis. If there is such an effect, it will have more impact in the future as more sex-homogeneous sibling sets will result because of the trends toward reduced family size. Finally, the authors offer the tentative assertion that being raised in a family of all girls has a salutary effect on girls' socialization toward educational achievement. Cohort: G.

863 LINK, CHARLES R. "Graduate Education, School Quality, Experience, Student Ability, and Earnings." *Journal of Business* 48 (October 1975):477-91.

The main purpose of this paper is to provide estimates of the impact of graduate school education (quantity and quality) and experience on the earnings of a sample of male electrical engineers who have attained at least some graduate school education. In spite of the growing importance of graduate education and the large number of empirical studies relating earnings to education, few studies have dealt specifically with the impact of graduate education. To the extent that the quantity and quality of education are correlated, and if quality, however defined, influences income, the returns to the quantity of education will be biased upward. Cohort: B.

864 LINK, CHARLES R.; RATLEDGE, EDWARD C.; LEWIS, KENNETH. "Black-White Differences in Returns to Schooling: Some New Evidence." *American Economic Review* 66 (March 1976):221-23.

The findings show that improved quality of education, as opposed to differential vintage effects, is responsible for blacks' relative income gains. For blacks, the interaction between years of schooling and expenditures may partially explain other researchers' pessimistic findings that education has little impact on black earnings. This note on Welch's 1973 article in the American Economic Review supports the hypothesis that improved quality of black education is responsible for blacks' relative income gains. Cohort: B.

865 LINK, CHARLES R. and RATLEDGE, EDWARD C. "The Influences of the Quantity and Quality of Education on Black-White Earnings Differentials: Some New Evidence." *Review of Economics and Statistics* 57 (August 1975):346-50.

The main thrust of the article has been to estimate the effects on earnings of the quantity and quality of education. The quality of education, measured by expenditures per pupil in the district where the respondent attended secondary school, exerts an important impact on the annual earnings for both races. For the sample of young males examined, these findings suggest that expenditures may be more important to blacks than whites. This result holds even in the full model which includes ability. Increasing the quality of schools in predominantly black areas may have a long-run effect on black earnings. Also, the rate of return associated with extra expenditures on blacks is 7.82%. The latter finding implies that additional expenditures on blacks may be economically efficient as well as equitable. Cohort: B.

866 LINK, CHARLES R.; RATLEDGE, EDWARD C.; LEWIS, KENNETH. "Male-Female and Black-White Discrimination in the Labor Market." Presented: San Francisco, Econometric Society Meeting, 1974.

In the present paper, some light is shed on the causes of male-female and black-white wage differentials. One of the important contributions of the present research is to compare the results for a more recent cohort of young people with earlier studies which examined older cohorts of persons over age twenty-five. In this paper we employ the measure of discrimination proposed by Alan Blinder, which involves decomposing characteristics into differences arising from endowments (differences in mean values) and differences in coefficients (market rewards for given levels of endowments). Cohort: B G M W.

867 LINK, CHARLES R. and RATLEDGE, EDWARD C. "Proxies for Observations on Individuals Sampled from a Population: A Reply." *Journal of Human Resources* 11 (Summer 1976):413-19.

One of the purposes of our earlier paper was to replicate research conducted by George Johnson and Frank Stafford. We contended that our district-wide measure of expenditures is more likely to measure the expenditure received by an individual than the statewide measure used by those authors. John Akin and Thomas Kniesner speak to this assumption in their comment. They correctly state that "the actual statistical problem is to choose the best aggregation level from which to take an average as a proxy for individuals sampled from a population." They are also correct in noting the difficulty of showing rigorously whether the deviation of the ith student from a statewide average is greater than or less than the deviation from a district-wide measure. The issue is indeed empirical. We make the assumption on a series of empirical and theoretical arguments. In the discussion that follows, evidence, some of which is admittedly impressionistic, is given suggesting that the school district expenditure is likely to be a superior measure, at least for whites. Cohort: B.

868 LINK, CHARLES R.; RATLEDGE, EDWARD C.; LEWIS, KENNETH. "The Quality of Education and Cohort Variation in Black-White Earnings Differentials: Reply." *American Economic Review* 70 (March 1980):196-203.

This paper examines two data sets in order to further examine Welch's contention that: (1) blacks for the past several years have begun to receive monetary benefits from education commensurate with those of whites; and (2) that the gap has narrowed because of a relative upgrading of educational quality for blacks. Counter to Akin and Garfinkel and in support of Welch, it was found that the gap in percentage returns to schooling has narrowed for blacks in younger cohorts. Contrary to Akin and Garfinkel and in support of Welch, we find percentage returns to schooling and to quality for the younger black cohorts were found to be commensurate with those for whites. In fact, it was found that percentage returns to schooling and to quality to be somewhat more favorable for younger blacks than for whites. Akin and Garfinkel are quick to point out, however, that even if percentage returns are comparable, absolute wage rate differences still favor whites. Thus they warn that equal percentage returns to blacks and whites are not necessarily an indication of equal earnings for equally competent workers. While Akin and Garfinkel compute implied wages to be greater for young whites than blacks, these results are not as disheartening and are mixed, depending upon which model specification is adopted. Consistent with Welch, however, a narrowing in the implied black white hourly wage gap for younger cohorts was found. Cohort: B.

869 LINK, CHARLES R. and RATLEDGE, EDWARD C. "Social Returns to Quantity and Quality of Education: A Further Statement." *Journal of Human Resources* 10 (Winter 1975):78-89.

Data from a large sample of young black and white males (out of school) are utilized to analyze the impact of the quantity and quality of education (district-wide annual expenditures per student) on earnings. Large but diminishing returns to incremental expenditures are observed. The findings also suggest that education's role in the large relative gains in black earnings during the 1960s worked through quality instead of quantity aspects. Finally, the returns to education are sensitive to the specification of the potential labor market experience variable. Cohort: B.

870 LINK, CHARLES R. and RATLEDGE, EDWARD C. "Useful Interactions in Economic Models: The Case of Black/White Earnings Differentials." *Applied Economics* 9 (1977): 83-91.

In this paper, the usefulness of AID (automatic interaction detector) in developing sensible interaction terms in econometric models involving complex relationships is demonstrated. The major goal of the paper is to estimate the impact of a multitude of factors on the labor market success of young black and white males. In summary, used with caution the AID procedure can serve as a useful tool to the econometrician. Cohort: B.

871 LITTLE, ROGER D. and FREDLAND, J. ERIC. "Veteran Status, Earnings, and Race: Some Long Term Results." *Armed Forces and Society* 5 (February 1979):244-260.

This article reports on the long term results of military service by focusing on groups of veterans, disaggregated by race, approximately twenty years after their military service in World War II and immediately thereafter. Separate statistical analysis was performed for whites, for blacks, and for non-whites. Results show that veteran status positively affected the 1966 earnings of all three groups examined. The authors suggest that the substantial earnings premiums to minority veterans, most of whom are at the right age to be fathers of recent and present enlistees in the all-volunteer force, may help to explain why minorities are joining the military service in disproportionately large numbers. The authors also suggest that the sizes of the 1966 earnings premiums may indicate life-cycle benefits to veterans. Cohort: M.

872 LONG, JAMES E. "Are Government Workers Overpaid? Alternative Evidence." *Journal of Human Resources* 17 (Winter 1982):123-31.

Studies of employment using Smith's approach of measuring what comparable people earn in government relative to private employment show consistently and substantially higher pay for government workers, at least in terms of nominal wages and earnings. In the absence of comprehensive compensation data for individuals, an alternative test of whether government workers are underpaid is proposed. The finding that government employment reduces the probability of job quitting further suggests that government workers receive economic rents in the form of higher wages or greater fringe benefits in contrast to those in private jobs. Cohort: B M.

873 LONG, JAMES E. and JONES, ETHEL B. "Labor Force Entry and Exit by Married Women: A Longitudinal Analysis." *Review of Economics and Statistics* 62 (February 1980):1-6.

This article examines how a wife's year to year transition between labor force states is related to changes in market earnings potential. Findings reveal characteristics of women who will remain in the labor force. For example, the likelihood of a wife withdrawing from the labor market is somewhat higher for women giving birth to a child. Those who are likely to enter the labor force are those whose family capacity has increased, especially if their husbands' income has fallen. Cohort: W.

874 LONG, JAMES E. and JONES, ETHEL B. "Married Women in Part-Time Employment." *Industrial and Labor Relations Review* 34 (April 1981):413-25.

This study examines three aspects of the part-time employment pattern of working wives: (1) wives' characteristics; (2) the level and structure of their earnings in part-time jobs; and (3) the duration of their employment when part-time jobs are available to them. The findings indicate that husband's income, family size, and the wife's health, race, and previous work experience are among the variables influencing the probability that the wife works part time. In addition, the level of wages and returns to some investments in human capital are relatively lower in the part-time labor market. There are also similarities between earnings structure of part-time and full-time jobs. In conclusion, part-time work opportunities appear to increase the length of the working life of married women. Cohort: W.

875 LONG, JAMES E. and JONES, ETHEL B. "Part-Week Work by Married Women." *Southern Economic Journal* 46 (January 1980):716-25.

Over one-third of mature women who are married with spouse present choose part-week work (34 hours or less) when they participate in labor market activity. Using data from the NLS of Mature Women, the determinants of the wife's allocation of time among part-week work, full-week work, and nonmarket production are estimated. The findings suggest that, other things the same, wives working part-week have either lower market earnings potential, higher income spouses, more schooling or more and younger children than full-week workers. Productivity and income variables also differentiate part-week workers from wives not in the labor force. Cohort: W.

876 LONG, JAMES E. and LINK, ALBERT N. "The Impact of Market Structure on Wages, Fringe Benefits, and Turnover." *Industrial and Labor Relations Review* 36 (January 1983):239-50.

This paper examines the relationship between labor compensation and the structure of the product market, which is measured by the industry concentration ratio and by dummy variables for the existence and type of government regulation. Unlike previous studies that have estimated the impact of concentration and regulation on wages or earnings, this study extends the analysis to include the effect of market structure on employer-provided pensions and insurance and on voluntary labor turnover. The hypothesis that product market power raises labor compensation is supported by empirical results indicating that concentration increases wages and fringes but lowers voluntary labor turnover. Regulations that set minimum prices and restrict entry raise labor compensation, since wage premiums due to regulation are not offset by lower pensions and insurance or higher turnover. Other forms of regulation, such as profit regulation in public utilities, are found to reduce labor compensation, as evidenced by higher turnover or lower wages and fringes, or both. Cohort: M.

877 LUFT, HAROLD S. "The Impact of Poor Health on Earnings." *Review of Economics and Statistics* 57 (February 1975):43-57.

The author investigated several aspects of the impact of health on earnings. The determination of yearly earnings was divided into its component parts so that nine equations could be used to measure the gross and net effects of health for each component. These results were converted into overall measures of earnings loss of each component of earnings examined. From labor force participation to hourly wage and hours worked per week, not only are the observed values for the sick less than those of the well, but differences remain even after adjustment for different characteristics of the two populations. A clear "health" effect is thus apparent. Cohort: M.

878 LUNDBERG, SHELLEY and PLOTNICK, ROBERT D. "Measuring Lifetime Earnings Losses Caused by Teenage Out-of-Wedlock Childbearing." Presented: Baltimore, MD, Population Association of America Meetings, 1989.

This paper estimates the effect of early childbearing, both with and without an early marriage, on a young woman's future potential earnings using data from the NLSY. The approach used differs from others in that it: (1) examines both married and unmarried teenage mothers in order to isolate the effect of premarital childbearing from that of early childbearing; (2) corrects for selection biases which may arise from choices to participate in the labor market or from fertility and marriage choices; and (3) estimates the long term impact on earnings of early and premarital births, instead of a one year snapshot of this impact. It was found that a premarital birth leads to a substantial long-term reduction of earnings for white and Hispanic girls, but has essentially no effect on black girls' earnings. The results are strikingly consistent with the suggestion, based largely on casual, qualitative and journalistic evidence, that high rates of black premarital childbearing partly result because the labor market opportunities facing adolescent blacks are so poor that they sacrifice few long run earnings by not postponing motherhood. Cohort: Y.

879 LUSTER, THOMAS and DUBOW, ERIC F. "Factors Related to the Quality of Mothers' Care." (In-progress Research).

Using data from the NLSY and the 1986 child assessments, this in-progress research is examining the quality of care mothers provide for their children. Four factors thought to predict the quality of care as measured by the HOME inventory are: (1) characteristics of the mother (self-esteem, intellectual ability, age at first birth, ethnicity); (2) mothers' SES level (poverty status, level of education); (3) the SES of mother's family of origin (grandmother's and grandfather's education); and (4) family structure (spouse/partner in the home, number of children in home). Three groups of mothers are being studied: teenage mothers, all mothers with infants, and all mothers with preschool children. Cohort: C.

880 LUSTER, THOMAS and DUBOW, ERIC F. "Home Environment and Maternal Intelligence as Predictors of Verbal Intelligence: A Comparison of Preschool and School Age Children." Working Paper, Department of Family and Child Ecology, Michigan State University, 1989.

This study examines the extent to which home environment and maternal intelligence are predictive of verbal intelligence in two groups of children -- 3-5 year-olds and 6-8 year-olds. Data on approximately 2000 children from the NLSY merged mother-child data set were used for this study. Hierarchical regression was used to assess the relative contribution of home environment and maternal intelligence to children's verbal intelligence as measured by the PPVT-R. For both groups of children, there was a significant relation between home environment and children's verbal intelligence when the effect of maternal intelligence was statistically controlled. Likewise, maternal intelligence was a significant predictor of PPVT-R scores when the effect of home environment was partialled out. For the preschoolers, the effects of home environment and maternal intelligence were of comparable magnitude. For the elementary school children, maternal intelligence was a stronger predictor of PPVT-R scores than home environment. A developmental perspective is used to explain why earlier studies examining these relations have produced inconsistent results. Cohort: C.

881 LYNCH, LISA M. "Private Sector Training and its Impact on the Earnings of Young Workers." Working Paper, National Bureau of Economic Research, 1989.

While there have been numerous studies devoted to examining the impact of governmental training programs on workers who have experienced difficulties in the labor market, there has been remarkably little research on the actual occurrence and consequences of training provided by the private sector in the U.S. Using data from the NLSY, this paper analyzes how personal characteristics including employment histories, and local demand conditions determine the probability of receiving training and its effect on wages and wage growth of young workers. More specifically, some of the issues addressed here include the relative importance of training and tenure for wage determination and the rate of return to company provided training compared to the rate of return to training received outside the firm and schooling. The portability of company training from employer to employer and the existence of differentials in the returns to training by union status, race and sex are also investigated Cohort: Y.

882 LYNCH, LISA M. "The Youth Labor Market In the Eighties: Determinants of Re-employment Probabilities for Young Men and Women." *Review of Economics and Statistics* 71, 1 (February 1989): 37-45.

Data from the NLSY is used to develop a model analyzing transition probabilities from nonemployment to employment. The effect on reemployment probabilities of various personal characteristics including race, education, and health status, as well as receipt of unemployment income, local demand conditions, and duration dependence is examined. Significant differences were found between the labor market experiences of whites and nonwhites, and males and females with local demand conditions and human capital investments acting as important determinants of the duration of nonemployment spells. Cohort: Y.

883 LYON, LARRY and ABELL, TROY. "Male Entry into the Labor Force: Estimates of Occupational Rewards and Labor Market Discrimination." *Sociological Quarterly* 21 (Winter 1980):81-92.

Black and white models of initial occupational rewards are compared. The results show that blacks have experienced considerable upward mobility; however, their income and prestige remain behind their white counterparts. There are two explanations for the racial gap: (1) blacks begin work with lower levels of key background variables and (2) racial discrimination in the labor market. The measurement of racial discrimination accounts for only a small proportion of the gap between black and white levels of rewards. Cohort: B.

884 LYON, LARRY; ABELL, TROY; JONES, ELIZABETH; RECTOR-OWEN, HOLLEY. "The National Longitudinal Surveys Data for Labor Market Entry: Evaluating the Small Effects of Racial Discrimination and the Large Effects of Sexual Discrimination." *Social Problems* 29 (June 1982):524-39.

This paper constructs racially and sexually comparative models of labor market entry to assess the effects of individual differences and labor market discrimination. Traditional measures of racial discrimination in the labor market are of relatively small importance in explaining prestige and income gaps compared to the effect of individual differences. Measures of sexual discrimination, however, are of considerable importance in accounting for the differences in prestige and income between male and female workers. Sexual discrimination works against women in the allocation of income, but against men for occupational prestige, a pattern that holds for both black and white workers. Discrimination against men for prestige is the logical counterpart of discrimination against women for income. Women should be considered theoretically and empirically distinct from blacks when minority relations are analyzed. Cohort: B G.

885 LYON, LARRY and ABELL, TROY. "Social Mobility among Young Black and White Men: A Longitudinal Study of Occupational Prestige and Income." *Pacific Sociological Review* 22,2 (April 1979): 201-222.

The goal of much research in occupations has been to establish the determinants of occupational prestige. The NLS of Young Men provide data for the construction of causal models for black and white workers. These data were generated from four groups surveyed from 1966 to 1971. Subsamples of whites and of blacks were derived. The data allow several methodological variations from previous occupational mobility research, including longitudinal design, less reliance on retrospective techniques, and a more precise time-frame. The annual models indicate that beyond years of education, very few variables available to most surveys have a statistically significant effect on variation in occupational prestige and income. Also, these longitudinal surveys show a growing racial gap in occupational rewards. Much of the increase in black versus white reward increase is found to be related to labor market racial discrimination in advancement rather than to different levels of family background and labor market entry. Policy implications may be drawn based on the importance of education and racial discrimination in occupational mobility. Cohort: B.

886 LYON, LARRY and RECTOR-OWEN, HOLLEY. "Labor Market Mobility Among Young Black and White Women: Longitudinal Models of Occupational Prestige and Income." *Social Sciences Quarterly* 58 (March 1981):64-78.

This study examines the labor market mobility among black and white women. The results suggest that worker's individual characteristics may be responsible for a considerable portion of the black-white gap in occupational rewards. The authors argue that the inferior occupational position of black females reflects the lower level of human capital they bring to the labor market, implying much of the discrimination is occurring prior to labor market. Cohort: G.

887 MACKE, ANNE S. "Changing Family Roles as Predictors of Labor Force Behaviors." Presented: the Meetings of the North Central Sociological Association, 1978.

Data from the four age/sex groups in the NLS were analyzed to examine the impact of family role attitudes on labor force behaviors. Nontraditional men and traditional women, being relatively free of family support responsibility, were expected to exhibit more flexibility in their labor force behaviors. They were expected to change employers more frequently, to do so for personal gain or satisfaction, to feel less constrained by the family's economic needs. The findings partially support the hypothesis, but show the greatest similarity between nontraditional men and nontraditional women. These nontraditional persons change employers more often, do so for personal gain or satisfaction, but are actually more constrained by the family's support situation. This combination of flexibility and constraint represents joint support responsibility. By closely monitoring the family's situation, each partner can provide security to the other during risky transitions, in the end allowing for more flexibility and ultimate job success. Evidence of this pattern was found in all age and race groups, along with some evidence that the prevalence of this pattern is increasing over time. Cohort: B G M W.

888 MACKE, ANNE S. "Family Role Definitions as Determinants of Labor Force Behavior." Ph.D. Dissertation, Indiana University, 1976.

The extent to which a shift in support responsibility causes behavioral differences for traditional and nontraditional married persons is the central consideration of the study. An expected repercussion of shifting support responsibility is that husbands and wives who are relatively free of family support responsibility (nontraditional men and traditional women) should be less constrained to stay in their present jobs by the family's financial situation (assets, number of dependents, etc.) and more likely to leave their jobs in response to personal preferences (extrinsic and intrinsic job satisfaction) than traditional men and nontraditional women. In general, true reciprocal role modification for men and women is not apparent. While true role modification (in the form of shifting support responsibility) has apparently occurred for a certain segment of our society, the modification of role definitions (nontraditionality) is the crucial factor producing alterations in role behavior (differing reactions to constraints upon labor force behavior). The simple fact that a wife works--in and of itself--is not sufficient to produce these behavioral changes. Specific aspects of our findings substantiate two important principles of the symbolic interactionist approach: (1) the power of Thomas' subjective "definition of the situation" is seen in the important influence role definitions have in determining the role behavior of working wives and their husbands; and (2) the constraining power of one's social environment is shown by the fact that certain respondents do not adhere to their role definitions because of overpowering environmental influences. Cohort: G W.

889 MACKE, ANNE S. "Using the National Longitudinal Surveys to Examine Changes in Women's Role Behavior." *Journal of Social Issues* 38,1 (1982):39-51.

This paper explores the uses of a particular set of panel data, the NLS of Mature and Young Women, to study women's issues. Women's labor force behaviors, role conceptions, and family statuses were measured at several time points. Various ways of examining the relationships among these variables are presented. The author concludes that the data set provides valuable information about changes in women's situation in society over time and causes of those changes. Cohort: G W.

890 MACKE, ANNE S.; HUDIS, PAULA M.; LARRICK, DON. "Sex-Role Attitudes and Employment Among Women: Dynamic Models of Continuity and Change." In: *Women's Changing Roles at Home and on the Job*, Special Report 26, Employment & Training Administration, U.S. Department of Labor, 1978.

The authors explore the hypothesis that prior sex-role attitudes among women influence subsequent labor force behavior, which, in turn, affects later sex-role attitudes. They find that recent declines in sex-role traditionality among American women are likely to accelerate the desire for employment among whites, but that among blacks, attitudinal changes appear not to affect the future employment of current adult cohorts. For black adolescents entering the labor force, however, early market work will be important predictors of their future desire for work. Husbands' attitudes toward women's involvement in the labor market, particularly among whites, were also significant. Based on these and other findings, the authors present five public policy recommendations. Cohort: G W.

891 MACKE, ANNE S. and MOTT, FRANK L. "The Impact of Maternal Characteristics and Significant Life Events on the Work Orientation of Adolescent Women: A Longitudinal Look." *Research in Labor Economics* 3 (1980):129-46.

A mother-daughter sample from the NLS of Mature and Young Women cohorts is used to examine important determinants of work orientation among adolescent women. The impact of maternal characteristics and other key life experiences is examined for adolescent women when they are in high school and again when they are college-aged and beyond. Findings show the importance of maternal influence, the college experience, the current family experiences (getting married, having a child). Implications for future trends in women's labor force participation, including continued racial differences, are discussed. Cohort: G W.

892 MACURDY, THOMAS E.; GRITZ, R. MARK; CAMERON, A. COLIN. "The Effects of Unemployment Compensation on Youth Unemployment." (In-progress Research).

The aim of this in-progress research project is to examine the impact of unemployment insurance on youths' unemployment using data from the NLSY. Specifically, we will determine how the availability of compensation from this insurance influences youths in dividing their nonemployment time between the classifications of unemployment and out-of-the-labor-force. To achieve this objective, we propose the completion of three tasks. To compute the unemployment insurance (UI) benefits available to each individual, it is necessary to construct a complete time series of weekly earnings and hours of work for each person which requires the development of comprehensive employment histories. Using these histories, our first task is to provide a detailed summary of youths' labor market activities that describes not only various characteristics of their employment spells, but also their propensity to hold multiple jobs and the distribution of their weekly wages and hours of work both across individuals and over time. The second task is to investigate the reliability of our constructed measures of weekly earnings by comparing the value of annual earnings implied by these measures to the value of annual earnings implied by these measures to the value of annual earnings reported by individuals in the NLSY. This part of our study will yield insights into the measurement error properties of earnings, which will allow us to assess the accuracy of the potential UI benefits imputed to individuals on the basis of their weekly earnings history. Our third task focuses on the end-product of our project. It will evaluate the consequences of a youth's eligibility for UI compensation on the fraction of a nonemployment spell reported as unemployment. Clearly, this empirical analysis is of direct policy relevance since its findings are essential for understanding the importance of UI programs on the youth unemployment rate and for determining the extent to which young people take advantage of the UI benefits they are qualified to receive. Cohort: Y.

893 MADANS, JENNIFER H. "Occupational Segregation by Sex: An Analysis of the Determinants of Occupational Sex Composition Among Female Workers." Ph.D. Dissertation, University of Michigan, 1978.

This thesis tests whether the commonly held explanations of occupational segregation by sex can also be used to explain the distribution of female workers across occupational categories scaled by sex composition (percent female). The theoretical framework derived from the occupational segregation by sex literature focuses on the process of integrating the working woman's worker and traditional female sex role. Two data sets--the 1973 Detroit Area Study and the Mature Women cohort of the NLS are used in the analysis. Parallel analyses of each respondent's first and current jobs were done within subgroups defined by race and socioeconomic status. With few exceptions the empirical results fail to support the theoretical model. However, the analysis did suggest relationships which should be looked at further. The findings for high status whites suggest that atypicality is associated with a market orientation characterized by a commitment to atypical work. This commitment is made during late adolescence or early adulthood and is associated with active preparation for this career. Atypical occupational patterns for low status nonwhites, on the other hand, are related to employment as farm laborers and no evidence of planning or preparation for this type of employment was found. Cohort: W.

894 MADDALA, G.S. "Selectivity Problems in Longitudinal Data." *Annales de l'INSEE* 30-31 (April-September 1978):423-50.

In many models using longitudinal data and involving dichotomous or limited dependent variables, ignoring the fact that such data are generated by individuals making choices leads to biased estimators. The present paper deals with this selectivity bias problem. Its purpose is to discuss within a unified framework the various classes of models applicable to these situations, and to discuss the identification and estimation of these models. Cohort: B G M W Y.

895 MADDEN, JANICE F. "An Analysis of the Spatial Elasticity of Labor Supply." *Papers of the Regional Science Association* 39 (1977):157-71.

This study estimates the wage elasticity of labor supply to the firm, focusing particularly on race and sex differences in those elasticities. Men and whites are found to have slightly greater elasticities than women and blacks. The generally high degree of spatial wage inelasticity found for all the race-sex-marital status groupings is noteworthy. These elasticities suggest a work force which is highly unlikely to change jobs due to wage differentials. Since potential mobility is the only force to prompt an interrelation of wage rates, this study concludes that the spatial immobility of the work force creates varying degrees of monopsony employers in local labor markets. Cohort: M W.

896 MADDEN, JANICE F. "Economic Rationale for Sex Differences in Education." *Southern Economic Journal* 44 (April 1978).

The author investigates sex differences in educational attainment, occupational status and wages, and analyzes whether these factors constitute an economic rationale for the observed differences in education. The results support the argument that sex differences in labor market experiences explain sex differences in educational attainment. The most striking difference in education is the greater proportion of women who receive exactly a high school education. The most outstanding sex difference in returns to education is the comparatively greater return to women from high school graduation. It seems plausible that while women who are disadvantaged because they are either competing for manual jobs which employ male high school dropouts, or for jobs that entail training which employ college educated men, they have an advantage when competing with men for clerical job opportunities. This study suggests that education differences between men and women may be the result of differences in job opportunities. Cohort: B G.

897 MADRIGAL, SERGIO X. "The School-to-Work Transition: The Experience of Hispanic and Non-Hispanic Youth." Report, National Council of La Raza, 1982.

Data from the 1979 youth cohort show that Hispanics have a lower rate of return for a year of education than black or white youth. Contrary to expectations, however, previous job experience and training did not significantly contribute to wage rate. Three reasons explaining the low wage rate of minorities compared to that of white youth are proposed: (1) minorities have lower educational endowments than the majority; (2) a smaller percentage of minorities has achieved the threshold of the high school diploma; (3) minorities do not appear to translate their educational investments into higher earnings as well as the majority youth. The study concludes with several policy recommendations. Cohort: Y.

898 MALONE, SARAH Q. "The Effect of Change in Industrial Structure on the Early Retirement of American Men." Mimeo, Department of Human Development and Family Studies, The Pennsylvania State University, 1988. Master's Thesis, The Pennsylvania State University, 1988.

Decline of employment opportunities and rise of early retirement inducements in some industrial sectors may be forcing older men to leave the labor force in growing numbers. The effect of sectoral decline on likelihood of early retirement was tested using data from the 1980, 1981, and 1983 waves of the NLS Older Men's cohort, along with employment data by three-digit industry compiled from County Business Patterns for the years 1977 through 1983. A variable representing employment trend in a respondent's industry in his census division was included in a model predicting the early retirement decision including age, health limits, being vested in a pension plan, assets, marital status and dependents, and race. The variable was found to slightly enhance the probability of withdrawal from the labor force, other things equal. Further research may suggest that policymaking should be directed at accommodating this and other inevitable effects of a changing economy. Cohort: M.

899 MALONEY, TIMOTHY. "AFDC Eligibility and Recipiency, and the Returns to Education among Young Women." (In-progress Research).

The overriding objective of recent proposals to reform AFDC is the promotion of economic self-sufficiency. Individuals should be provided with incentives and resources necessary to maintain adequate living standards outside of government welfare programs. At the core of some of these proposals is the belief that the best way to accomplish this objective is to advance the general educational attainment of those most at risk of being on AFDC. Reformers contend that increased earnings capacity will drastically reduce AFDC recipiency rates. While such policy recommendations are nothing new, little is known about the effect of schooling on welfare recipiency. This study econometrically models the inter-related processes that determine AFDC eligibility, AFDC recipiency, and labor market activity. Potential sources of sample selection bias will be considered in estimating these returns to education for a sample of young women taken from the NLSY. The principal goal of this research is to provide preliminary estimates of the potential impact on wages, employment, and AFDC recipiency from government programs that promote schooling among the poorly educated AFDC population. Cohort: Y.

900 MANGEN, DAVID J. "Bases of Familial Power and the Retirement Decision: A Multiple Regression Study." Presented: the Meetings of the Midwest Sociological Society, 1977.

Sociologists and economists interested in the labor force participation of older males have examined a wide variety of individual level factors associated with the process of retirement. Since male disengagement from the labor force most often occurs within the context of a family unit, characteristics of that unit might reasonably be expected to influence the retirement decision-making process. Retirement is examined as an outcome of a familial decision, influenced in part by bases of structural power within the family unit. Data are presented from the NLS of Older Men. Multiple regression analyses are performed to test the model, with controls instituted for significant individual level factors. The results are presented and discussed with implications for exchange theory and family resource theory. Cohort: M.

901 MANGUM, STEPHEN L. and ADAMS, ARVIL VAN. "The Labor Market Impacts of Post-school Occupational Training for Young Men." *Growth and Change* 18,4 (Fall 1987): 57-73.

The period 1966 to 1976 was a decade of change, contrast, and challenge. In this article, a model contrasting the labor market experience of young men who participated in post-school occupational training during this period with those young men who did not participate is developed and then estimated using data from the NLS of Young Men. Participation in post-school forms of occupational training is identified as a significant contributor to individual labor market success during the period and racial differences in returns to training are highlighted. The results prompt questions concerning the direction of current federal training policies for the disadvantaged. Cohort: B.

902 MANGUM, STEPHEN L. and BALL, DAVID E. "Military Service and Post-Service Labor Market Outcomes." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1984.

Utilizing a sample from the NLSY of individuals who left schooling between 1975 and 1978 and subsequently decided to enter the armed forces or enter directly into the labor force, the authors compare labor market outcomes for these two groups as of the 1983 interview. It is shown that those choosing to serve in the military were, on average, doing less well than their counterparts who did not serve. Differences in occupation and firm-specific tenure accounted for much of the difference. The study indicates a key factor offsetting the apparent negative effect of military service is attainment of post-military employment that uses occupational skills acquired while in the service. Cohort: Y.

903 MANGUM, STEPHEN L. and BALL, DAVID E. "Military Service, Occupational Training, and Labor Market Outcomes: An Update." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1986.

This report updates the authors' 1984 report using a sample of individuals leaving school and facing the enlistment decision between 1975 and 1979. Labor market outcomes are evaluated as of the 1984 interview. The report focuses on the transferability of military-provided occupational training, comparing its transferability to that of training provided by non-military institutions. The authors isolate factors influencing skill transferability and suggest the incidence of skill transfer of military training to be similar to that of other training providers for the individuals in this sample. Cohort: Y.

904 MANGUM, STEPHEN L. and BALL, DAVID E. "Military Skill Training: Some Evidence of Transferability." *Armed Forces and Society* 13,3 (Spring 1987): 425-441.

Using data from the NLSY, this study examines the skill transferability of military-provided training to civilian employment. With other factors controlled, males were most readily able to transfer training in the service, craft, and equipment repair occupations, while transfer percentages for females were greatest in the traditional occupational stronghold of administrative/functional support. Analysis of skill transfer between nonmilitary training providers and employment showed that the occupational areas offering the greatest probability of skill transfer were similar to those that emerged in the analysis of military training. For males, the probability of skill transfer for those trained by the military was significantly lower than that for those in apprenticeship and employer-provided training programs, but not significantly different from that associated with training through vocational/technical institutes, proprietary business colleges, and so forth. Females involved in employer-provided training, apprenticeships, nursing programs, or beauty school programs were more likely to find jobs in the occupation for which they were trained than were those receiving training in the military. Key in explaining these differences may be the presence of internal labor-market mechanisms, which facilitate the transition from training to work in some institutional settings. Analysis of this data set leaves little reason to doubt the viability of the military as a training provider offering linkages to the civilian work world. Cohort: Y.

905 MANGUM, STEPHEN L. and BALL, DAVID E. "The Transferability of Military-Provided Occupational Training in the Post-Draft Era." *Industrial and Labor Relations Review* 42,2 (January 1989): 230-245.

Using a sample drawn from the NLSY, the authors have documented significant amounts of skill transfer between military-provided training and civilian employment. The probability of skill transfer of those receiving military training was not significantly different than that of individuals trained by nonmilitary providers of occupational training outside the institutional structure of internal labor market mechanisms facilitating the training to work transfer. Based on the analysis of this data set, there is little reason to doubt the viability of the military as a training provider offering access to the world of work, though the analysis does suggest exploration of alternative schemes for improving linkages between training providers and employment opportunities to be a potentially valuable area for further policy discussion. Cohort: Y.

906 MANSER, MARILYN and BROWN, MURRAY. "Bargaining Analyses of Household Decisions." In: *Women in the Labor Market*, New York: Columbia University Press, 1979.

The authors apply the bargaining models of household decision-making that were proposed and analyzed in their 1977 study, focusing on several differences between these and the neoclassical approach. They show that retaining the received theory does not facilitate the determination of the interrelationships between types of marriage decisions and household demands, but that the bargaining theory does. They find that the bargaining models make possible an expanded set of econometric specifications for marriage, labor supply, and other household decisions and offer the promise of uncovering important elements in an economy-principally, the predominant type of marriage arrangement, its changes over time, and its impact on outcomes of the household decision-making process. Formal comments by Nancy M. Gordon and Orley Ashenfelter follow. Cohort: W.

907 MARCIS, JOHN G. "Sex Differences in Job Quitting by Younger Workers." Presented: Cincinnati, American Statistical Association Meeting, 1982.

This study reports on an empirical investigation of labor market behavior among young workers. The hypothesis tested in this study is that sex-related differences in younger labor market participants do not affect their decision to voluntarily change their employment status, against the simple alternative that sex-related differences do produce such an effect. The study first investigates sex differences in the reasons for quitting employment and then empirically estimates the probability of quitting using a logit model. Hence, the model allows us to examine how a set of attributes influences the probability of an individual quitting employment. Cohort: Y.

908 MARCUS, RICHARD D. "Earnings and the Decision to Return to School." *Economics of Education Review* (1985).

This paper finds that a significant predictor of returning to school is below expected earnings in the NLS Young Men's cohort. These "unlucky" workers find that the foregone cost of schooling was lower than they thought. At the same time, the low relative earnings of these "unlucky" workers may cause them also to revise expected value of further schooling. Since they do actually decide to return to school, two interpretations of this revision in the value in further schooling are possible. Either the revision is upward, indicating that they believe that additional schooling will bring earnings up to that expected for persons with further education; or the revision is downward, but that revision must be dominated by a greater reduction in the expected cost of schooling for an economically sensible decision to return to school. Cohort: B.

909 MARCUS, RICHARD D. "Interruptions in Schooling of Young Women and Young Men." Ph.D. Dissertation, The University of Chicago, 1983.

Students interrupt their education even though it is not in their economic interest to break up the normal timing of educational investments. A substantial cost of about 50 percent of annual income is the estimated present value of lifetime lost income for a year of interruption found for men in the NLS of Young Men. For women, however, the present value of lost income was far less substantial; the cost of a year of interruption estimated from the NLS of Young Women was less than 10 percent of their average annual earnings. Significant determinants of the decision to return to school include Veterans Educational Assistance, pregnancy, living in the central city, and earnings on the first job below expected earnings. An economic model of schooling interruptions is used to explain the influence of earnings on the first job and the probability of interrupting. In this model, discontinuous schooling comes from a process of sampling the job market. The individual leaves school to work. If the match of his skills and personal characteristics match the needs of his employer, this appears as higher than expected earnings on the first job. Mismatches sometimes occur inducing a decision to return to school. Implications of an economic model of schooling interruptions are applied to the Young Women and Young Men samples. This model resolves the finding that the probability of an interruption increases the older the student is at the point he or she first leaves school. It is demonstrated that a return to school is based on a downward revision in the cost of schooling rather than an upward revision in the value of further schooling for young men. Earning information on the first job after schooling has no significant effect on young women's decision to return to school, due in part to the much lower lifetime cost of schooling interruptions suffered by young women. Cohort: B G.

910 MARCUS, RICHARD D. "Measuring the Rate of Return to Interrupted Schooling." *Journal of Educational Statistics* 9,4 (Winter 1984): 295-310.

The most widely followed technique to estimate the rate of return to a year of schooling was provided by Mincer (1974). This paper extends Mincer's semilog wage regression method to include those who interrupted their schooling with years of work. Schooling and the duration of the interruption interact to create nonlinearities in the rate of return to schooling. The proposed method is then applied to both Vietnam Era G.I. students and civilian interrupters. Interrupters are shown to earn substantially the same rate of return as those who experienced uninterrupted schooling, when both groups have obtained the same level of schooling. Students on the G.I. Bill earned slightly higher rates of return to their interrupted schooling, but their accumulated work experience was not valued highly in the labor market. Cohort: B.

911 MARE, ROBERT D. "Socioeconomic Careers and Differential Mortality Among Older Men in the United States." Working Paper 87-30, Center for Demography and Ecology, University of Wisconsin-Madison, 1986.

This paper is a preliminary examination of the effects of family, socioeconomic and labor force status on the mortality of older males. Utilizing data from the NLS of Older Men, variations in occurrence and timing of death among various demographic groups and influences on mortality of 'early' vs 'later' life decisions and experiences are analyzed. Future research goals are summarized. Cohort: M.

912 MARE, ROBERT D. and PALLONI, ALBERTO. "Couple Models for Socioeconomic Effects on the Mortality of Older Persons." Working Paper 88-7, Center for Demography and Ecology, University of Wisconsin-Madison, 1988.

This paper develops and applies models for the multivariate analysis of survival processes when observations are naturally paired. These models include bivariate tobit models for observations drawn from censored bivariate normal distributions, bivariate hazard models, and models based on pair rank data. These models provide alternative ways of estimating the effects of the covariates of survival within pairs while controlling for unobserved factors that are shared by members of the pair. The models make varying distributational assumptions about the age pattern of survival and about unobserved pair-level determinants of survival. The models are applied to the assessment of socioeconomic effects on mortality on husbands and wives in the U.S. using the NLS of Older Men. Bivariate survival models provide a systematic way of assessing common, cross-spouse, and within-spouse effects of education, occupational status, and other sociodemographic predictors of mortality, as well as bereavement and widowhood effects. Most socioeconomic influences on mortality are through their effects on shared experiences of spouses rather than person-specific mechanisms. In the application presented here, the bivariate tobit, bivariate hazard, and pair rank models yield similar results. Cohort: M.

913 MARET, ELIZABETH G. "How Women's Health Affects Labor Force Attachment." *Monthly Labor Review* 105 (April 1982):56-58.

The findings of this research indicate that: (1) the supply of labor varies significantly among health categories for both white and black women; (2) although health is correlated with labor force attachment for both races, it is more important in the labor supply of blacks than of whites; and (3) differences in the labor supplied by black and by white women increase under conditions of excellent and good health, but virtually disappear under conditions of poor health. Cohort: W.

914 MARET, ELIZABETH G. and CHENOWETH, LILLIAN. "The Labor Force Patterns of Mature Rural Women." *Rural Sociology* 44 (Winter 1979):736-53.

Labor force participation of two samples of rural women are investigated. A comparison is made between those living within SMSAs and outside. The findings indicate substantial differences in supply and demand factors related to labor market activity. Cohort: W.

915 MARET, ELIZABETH G. and FINLAY, BARBARA. "The Distribution of Household Labor Among Women in Dual-Earner Families." *Journal of Marriage and the Family* (May 1984):357-64.

This paper reports an empirical investigation of the hypothesis that women in dual earner families maintain full responsibility for domestic tasks involving care of the home and children. Three specific questions are addressed: (1) is there variability in the extent of home responsibilities among women in dual earner families? (2) has there been significant change in these responsibilities in recent years? and (3) what are the correlates of the observed variability? Based on data from the NLS of Mature Women, the findings indicate substantial variability as well as some decrease in the extent of home responsibilities among women in dual earner families. The major correlates of the observed variability are race, place of residence, and earned income of self and of husband. These variables account for 13 percent of individual level variation in domestic responsibilities among employed married respondents with dependent children. Cohort: W.

916 MARET-HAVENS, ELIZABETH G. "Developing an Index to Measure Female Labor Force Attachment." *Monthly Labor Review* 100 (May 1977):35-38.

The labor force participation of mature American women is highly variable. Not only is there variation among women as to whether there is participation at a given point in time, but among working women, the nature or extent of their participation varies markedly. Five types of labor force attachment are identified on the basis of an attachment index. Each is characteristic of an important segment of women who participate in the American labor force. Cohort: W.

917 MARET-HAVENS, ELIZABETH G. "Women and the American Occupational Structure." Final Report, Employment and Training Administration, U.S. Department of Labor, 1977.

This report explains the labor force participation patterns of American women. The report contains both a literature survey and an empirical analysis of women's labor force participation. Based on data from longitudinal surveys for a statistical sample of mature American women, the general focus of this research is on economic models of female labor force participation. More specifically, the research explores supply and demand conditions related to employment patterns of mature women. The supply conditions pertain to personal attributes of females such as their attitudes, education, ethnicity, and number of children. The demand conditions concern characteristics of the job and labor-environment and include female earnings and general economic conditions of the market place. Cohort: W.

918 MARSHALL, ROBERT C. and ZARKIN, GARY A. "The Effect of Job Tenure on Wage Offers." *Journal of Labor Economics* 5,3 (July 1987): 301-324.

A wage offer can be either acceptable or unacceptable to a worker, but in cross-sectional and panel data only acceptable wage offers are observed. An OLS wage equation will not reveal how job tenure affects wage offers but rather will reveal how tenure affects acceptable wage offers. By jointly modeling the firm's determination of the wage offer and the worker's decision to accept or reject the offer, the authors are able to estimate the effect of job tenure on wage offers consistently. In contrast to the usual OLS results, it was found that job tenure has no statistically significant effect on wage offers. Cohort: B.

919 MARSIGLIO, WILLIAM. "Adolescent Fathers in the United States: Their Initial Living Arrangements, Marital Experience and Educational Outcomes." *Family Planning Perspectives* 19,6 (November/December 1987): 240-251.

Data from the NLSY show that seven percent of young males who were aged 20-27 in 1984 had fathered a child while they were teenagers, more than three-quarters of them nonmaritally. One-third of those who were responsible for a nonmarital conception married within 12 months of conception, and half of all of the young men lived with their child shortly after the child's birth. Overall, young black men were more likely to have been responsible for a nonmarital first birth than were males of other racial backgrounds, and only 15 percent of black teenagers lived with their first child. Multivariate analyses indicated that only black or Hispanic youths and those who fathered a child at age 16 or younger were significantly less likely to have lived with their first child; those who were raised Catholic were more likely to have done so. Teenage fathers, regardless of their marital status at conception or age at first birth, were much more likely to have been high school dropouts than were other male teenagers. Those with a maritally conceived child had a particularly high drop-out rate - almost 62 percent. A multivariate analysis revealed that a teenage father's living with his child shortly after birth was not significantly related to his completion of high school, while being black was positively associated. The racial difference may mean that norms or social and familial supports are more influential for young black males in minimizing the possible deleterious effects of teenage fatherhood on schooling. Finally, among a subsample of young males who were 14 or 15 years of age at the time of the 1979 survey and had not yet fathered a child, those who were eventually responsible for a nonmaritally conceived first birth had not completed a lower mean grade level in 1979 than had those who did not become fathers. On the other hand, those who became teenage fathers had anticipated completing significantly fewer years of schooling, and were found to have done so by the 1984 survey. Cohort: Y.

920 MARSIGLIO, WILLIAM. "Male Teenage Fertility: An Analysis of Fatherhood Commitment and its Association with Educational Outcomes and Aspirations." Ph.D. Dissertation, The Ohio State University, 1987.

My research, based on NLSY data and my survey of high school youth in Columbus, Ohio, focuses on male adolescent fertility, teenage fathers' propensity to live with their nonmaritally conceived first child, and young males' hypothetical intentions to do the same in the event that they and their girlfriend were responsible for an unplanned pregnancy. I explore the association between living arrangement variables and young fathers' educational outcomes, schooling intentions, and their expectations for their partners' schooling. I also test Ajzen and Fishbein's social psychological model of reasoned action. I argue that this kind of research is timely since we need to incorporate young males more fully into our conceptualization of adolescent fertility and fatherhood if we wish to develop more viable policies and programs. NLSY data indicate 5.5 percent of males 20-27 years of age in 1984 were teenagers when they fathered a nonmaritally conceived first child, that almost 80 percent of teenage fathers had their child when they were 18 or 19 years old, and that black teens were more likely to father children, and to do so outside of marriage and at younger ages, than their white or Hispanic counterparts. While several background variables were associated with an above average probability of living with a child initially for whites in a multivariate context, none of the measured background variables were significant predictors of living arrangement status among blacks. These data do not suggest that living with a child is directly related to adverse educational consequences. Teenage fathers whose first child was maritally conceived had the poorest high school completion patterns of all males. About half of young males in the high school sample, both whites and blacks, indicated that they would be "quite likely" or "extremely likely" to live with their partner and child. The attitudinal and subjective norm components of Ajzen and Fishbein's model accounted for 32 percent of the variance in the intention variable and the attitudinal component was the more powerful predictor in all models. [UMI ADG87-10026] Cohort: Y.

921 MARSIGLIO, WILLIAM. "Teenage Fatherhood: High School Accreditation and Educational Attainment." In: *Adolescent Fathers*, Arthur Elster and Michael Lamb, eds., Hillsdale, NJ: Lawrence Erlbaum, 1986.

Data are presented that provide some basic information on the background characteristics and high school completion outcomes for teenage fathers and their peers who remain childless throughout their teens. The tabular data permit a comparison of the demographic characteristics and high school accreditation status for individuals who father children at different ages, for those who are married and not married when their child is born, for those who live with their child and those who do not, and more generally, for those who experience teenage fertility and those who do not. Using regression analysis to look at males 20-26 years of age who had fathered a child as a teenager and later subsequent educational attainment showed that fathering a child as a teenager, irrespective of whether or not the fathers lived with their child, was negatively related to respondents' completed years of schooling. Cohort: Y.

922 MARSIGLIO, WILLIAM and MOTT, FRANK L. "Does Wanting to Become Pregnant with a First Child Affect Subsequent Maternal Behaviors and Infant Birth Weight?" *Journal of Marriage and the Family* 50 (November 1988): 1023-1036.

Using data from the NLSY, the authors examined the relationship between whether or not women wanted to become pregnant with their first child, and their subsequent maternal behaviors and infant's birth weight. Fifty-five percent of the sample wanted to become pregnant when they did. Being a black or younger mother was associated with below average levels of pregnancy wantedness, while living in an urban area was positively associated with wantedness. In addition, it was found that while wantedness was related to most of the maternal behaviors in a bivariate context, age at childbearing and race tended to be responsible for these relationships. In a multivariate context, women who wanted their pregnancy were more likely to initiate prenatal care early in their pregnancy and more likely to gain 50 or more pounds during pregnancy. However, wantedness was not a significant predictor of: alcohol or smoking behavior, low weight gain by the mother during pregnancy, her infant's birth weight, whether she ever breastfed, or whether she took her infant for wellcare soon after birth. Cohort: Y.

923 MARSIGLIO, WILLIAM and MOTT, FRANK L. "The Impact of Sex Education on Sexual Activity, Contraceptive Use, and Premarital Pregnancy Among American Teenagers." *Family Planning Perspectives* 18,4 (July/August 1986): 151-162.

This study examined data from the National Longitudinal Survey of Labor Market Experience of Youth, a U.S. panel survey of 6,288 women and 6,398 men who have been interviewed each year since 1979 when they were 14-22 years old. The principal objectives of this research were to document the proportion of a recent cohort of teenagers who had taken a sex education course and the extent to which they were exposed to five types of course instruction, and to examine systematically the relationship between exposure to a sex education course and sex-related behaviors of young women. The findings indicated that the majority of young people (66 percent of women and 79 percent of men) had become sexually active by age 19. A notable finding was that a sizeable proportion of youth had sexual intercourse for the first time without having taken a sex education course. Among those teens who became sexually active by age 19, only 53 percent of women and 35 percent of men had taken a sex education course before they first had intercourse. Analyses revealed, after controlling for a series of sociodemographic factors, that 15- to 16-year-old girls who were virgins and who had taken a sex education course were slightly more likely to initiate sexual activity within the year after their course than those who had not taken a course; no relationship was found between course taking and sexual activity for 17- and 18-year-old women. Young women who had previously taken a sex education course were significantly more likely to use effective contraceptives than were teenagers who had never had a course. However, course taking did not affect young women's probability of experiencing a nonmarital pregnancy before age 20 in a multivariate context. Cohort: Y.

924 MARTIN, HOLLY P. "The Integration of Women into the Military: A Preliminary Investigation of Relevant Factors." Ph.D. Dissertation, The University of Texas at Austin, 1987.

This paper presents an extension to the human capital model of wage level determination for women. The new model incorporates the effect of expectations of potential earnings on future earnings. A woman's decision to invest in human capital, to remain committed to the labor force, and to search for a new job that would pay a greater return to her for her investment in human capital, rests primarily on her expectations of what she can earn in the labor market. Using the NLS Mature Women data, the empirical analysis shows that current wages are dependent on past expectations and that expectations depend on past wages and labor market conditions. Two-stage least squares regression was used to obtain parameters of current wage and expected wage equations. The results indicate that historically low expectations, due possibly to the male/female wage differential, will continue to influence the future wage patterns of women. Cohort: Y.

925 MARTIN, LINDA R. and STEVENS, KATHY C. "Wage Expectations and the Future Earnings of Women." Presented: New Orleans, the Meetings of the Southern Economic Association CSWEP Session, 1986.

This study investigated sex and race differences in job satisfaction, ratings of supervisors' competence, and intention to re-enlist as a function of self esteem, sex role attitudes and proportion of female coworkers for black and white youth in the military. 829 black and white, male and female youth ranging in age from 16 to 23 who completed extensive interview questionnaires as part of the military subsample of the NLSY comprised the sample. It was predicted that a negative relationship would be found between self esteem, stereotypical sex role attitudes, and proportion of female coworkers as the independent variables, and job satisfaction, intention to re-enlist, and supervisors' competence ratings as the dependent variables. This negative relationship was hypothesized to be stronger for whites than for blacks, and for males than for females. None of these hypotheses were supported when the data were analyzed with correlation and regression procedures. Possible explanations for the lack of conclusive findings are discussed, along with the limitations of the present study, directions for future research, and implications for policy development regarding integrating women into military work settings. [UMI ADG87-17476] Cohort: W.

926 MASON, ANDREW W. "An Empirical Analysis of Life-Cycle Saving, Income, and Household Size." Ph.D. Dissertation, University of Michigan, 1975.

The effect of children on the distribution of household consumption is estimated by examining the relationship between the number of children and the predicted proportion of lifetime resources consumed over the entire child-rearing interval. Although households which raised more children consume a higher proportion of their lifetime resources during the child-rearing years than households which raised fewer children, the effect of children on the allocation of consumption is considerably less than is generally assumed. When both of these influences of children on savings are considered, the household savings rate during the child-rearing years is considerably less sensitive to the number of children than was previously thought to be the case. For low-income households the household savings rate during the child rearing interval may be positively associated with the number of children being reared. Cohort: W.

927 MASON, NANCY A. "Objective Indices vs. Subjective Perceptions of Career Progress." American Institute for Decision Sciences Proceeding (1982).

The relationship among three objective indices of career progress and a subjective evaluation of career progress in the mid/late career stage is empirically investigated. While there is a statistically significant direct relationship, the practical significance (i. e. , strength of the relationship) is questioned. The results seem to indicate that any investigation of career progress should include both externally defined and self-defined criteria of career progress. This is in agreement with a recurring theme in the literature on careers. Cohort: M.

928 MASON, NANCY A. "Subjective Perceptions of Career Movement in the Mid/Late Career Stage: Objective Correlates, Antecedents, and Consequences of Various Patterns." Ph.D. Dissertation, University of Minnesota, 1983.

The NLS of Men was used to explore the relationships between an individual's subjective perception of his career progress and a number of antecedent, consequent, and concurrent variables. Individuals reporting three different career patterns (progress, maintenance, and decline) in the mid/late career stage were identified. Literature on careers has tended to depict the mid/late career stage as being one of decline. Results indicated that many more men reported continued progress or maintenance over the decade than would be expected from the literature. Objective measures of career progress (such as change in income) had a weak, although statistically significant, influence on perceived progress. This result would indicate that subjectively defined career progress may need to be included along with objective measures of progress in career research. The relationships between career progress and attitudes toward various aspects of the nonwork domain tended to support the "spillover" hypothesis (i.e., a positive attitude in one domain is associated with a positive attitude in the other). The strongest positive relationship was between attitudes toward aspects of the nonwork domain that appeared to be more proximate to the work domain. Demographic variables found to be associated with reported career progress were educational level and occupation of the respondent. Respondents of higher educational levels and those employed within professional, technical, and managerial occupations were more likely to report career progress. The impact of perceived career progress on subsequent attitudes toward retirement was also studied. Results indicated that for respondents in managerial, professional, and technical as well as those in skilled trades, those respondents who reported continued progress had the most positive attitude toward retirement. In white collar and blue collar occupations the most positive attitude toward retirement was reported by those who had stayed about the same in their career over the decade even when controlling for financial condition. This may indicate that a different standard for career progress was being used in the different occupational groupings. Cohort: M.

929 MATTILA, J. PETER. "The Impact of Extending Minimum Wages to Private Household Workers." Final Report, Manpower Administration, U.S. Department of Labor, 1971.

This study attempts to analyze the potential impact of an extension of minimum wage legislation which would cover household maids and servants. There is concern that if the minimum is set too high, households will cut back on their demand for maids, substituting commercial services and labor-saving appliances. This study tries to quantitatively predict these effects. In order to make these predictions it is necessary to estimate the level and distribution of the wages of maids. Longitudinal labor market survey data on Young Women 14-24, Mature Women 3044, and Consumer Price Survey data are used for this purpose. We conclude that in 1971 approximately one-half of all maids earn less than $1. 40 per hour. Cohort: G W.

930 MAULDIN, TERESA ANN. "The Effect of Human Capital on the Economic Status of Women Immediately Following Divorce or Separation." Ph.D. Dissertation, The Ohio State University, 1985.

Human capital theory and comparative advantage theory were used to develop regression models to explain the effect of work-related human capital on the per capita family income of women immediately following divorce or separation, controlling for background variables. It was hypothesized that work-related human capital, as measured by education, occupational status (as a proxy for work experience), and job training, would increase a woman's per capita income following marital disruption. It was further hypothesized that a negative attitude toward women working and poor health would decrease a woman's per capita income following marital disruption. It was also hypothesized that the effect of work-related human capital on per capita income would differ between women who were non-poor prior to and following disruption and women who were non-poor prior to disruption but poor following disruption and between women who were poor prior to and following marital disruption and women who were poor prior to marital disruption but non-poor following marital disruption. A sample of women who experienced marital disruption for the first time was drawn from the NLS of Young Women. Per capita family income was associated with education and occupational status. Among the control variables, current employment status, presence of children under 6 years old and race were significant. For the women who were non-poor prior to disruption and poor following disruption (non-poor/poor) an increase in occupational status actually decreased per capita income. In addition, lower educational achievement among the non-poor/poor women reduced the positive effect of education on per capita family income. Educational attainment also differentially affected the per capita family income of women who were poor prior to and following marital disruption and the women who were poor prior to marital disruption and non-poor following marital disruption with the latter group benefiting more from their human capital. The results of this study indicated the importance of the stock of work-related human capital possessed by women who are maritally disrupted. Education and occupational status (as a proxy for work experience) had a significant impact on a woman's ability to provide for her family immediately following marital disruption. Cohort: G.

931 MAXWELL, NAN L. "Economic Returns to Migration: Marital Status and Gender Differences." *Social Science Quarterly* 69,1 (March 1988): 108-121.

This research explores the relationship between economic returns to migration and gender and marital status. Using a matched group of migrants and nonmigrants, results indicate that migration returns associate with marital status. Men separating from their wives and never married women experience positive migration returns. Married women, as tied movers or stayers, have (reduced) earnings constrained by familial situations. Non-migrating men separating from their wives, with reduced earnings, appear to be "tied" to a labor market. Cohort: B G.

932 MAXWELL, NAN L. "The Effect of Human Capital and Labor Market Segments on Retirement Income: A Policy Analysis." *Social Science Quarterly* 67,1 (March 1986): 53-68.

This study explores the effects of human capital accumulation and segmental career trajectories on retirement income. Results indicate that human capital influences level of retirement income while segmented institutions influence the source of retirement income and post-retirement employment. Thus, reduction in government aid to the elderly will have little impact on work behavior and may increase inequality; however, direct intervention in retirement employment policies will have an impact on stimulating employment. Cohort: M.

933 MAXWELL, NAN L. "Individual and Aggregate Influences on the Age at First Childbirth: Racial and Cohort Differences." Working Paper, California State University, 1989. Presented: Western Economic Meetings, 1989.

This study examines the influence of individual demand factors and aggregate period and cohort effects on the age at first childbirth for blacks, whites, and three cohorts of mothers. Data from the NLS of Mature Women and Young Women were used to construct three birth cohorts of women: women born between 1923 and 1929, 1930 and 1937, and 1944 and 1954. Results reconcile the discrepancy between increased opportunity cost of childbearing and decreased age at first childbirth by showing dominate aggregate influences for blacks and for more recent cohorts of women. For the early baby-boom cohort, there is a relative strengthening in the influence of both aggregate period and cohort effects and individual demand factors on initial childbearing timing. The study also uncovers potential estimation bias in examining age at first childbirth with indirect aggregate influences operating through individual factors for recent cohorts and spurious correlation existing between individual factors and aggregate influences. Cohort: G W.

934 MAXWELL, NAN L. "Influences on the Timing of First Childbearing." *Contemporary Policy Issues* 5,2 (April 1987): 113-121.

This paper presents evidence that women from different population subgroups respond differently to economic and background influences when timing initial childbearing. Among all groups examined, age at first birth tends to increase as education levels increase, and married women with spouses present tend to be older than other women at first childbirth. Among whites, all economic influences considered - hourly pay rate, nonmarket income, and work during the year prior to childbearing - have a significant influence in deferring first childbirth, but family background does not. Among blacks, family background plays a significant role in determining age at first childbirth, but only one economic influence - the hourly pay rate - is significant. Blacks' response to family background is somewhat greater than their response to hourly pay rate. Race as a separate influence is significant among women age 20 years or under, but that influence disappears among older women. Because of their adverse economic consequences, adolescent pregnancies and unwed motherhood are of mounting concern. This study suggests that, contrary to popular belief, welfare programs do not foster early pregnancy nor do programs to reduce unemployment deter it. Educational achievement, however, serves as a deterrent to early pregnancy among all groups. Cohort: G.

935 MAXWELL, NAN L. "Labor Market Effects from Involuntary Job Losses in Layoffs and Plant Closings: The Role of Human Capital in Facilitating Reemployment and Reduced Wage Loss." *American Journal of Economics and Sociology* 48 (April 1989).

This study examines wage loss and reemployment following involuntary job loss. Using nationally representative samples from the Young Men and Young Women cohorts of the NLS, it was found that workers with increased human capital are less likely to suffer wage loss and unemployment after job termination. Workers characterized as having little commitment to the labor market -- low skill levels, clerical and sales workers, females, and low contributors to family income -- are more likely to suffer unemployment and wage loss after job loss. This suggests that human capital characteristics serve as a signal of desirable, or undesirable, worker traits to a new firm. Cohort: B G.

936 MAXWELL, NAN L. "Occupational Differences in the Determination of U.S. Workers' Earnings." *American Journal* of Economics and Sociology 46,4 (October 1987): 431-443.

Using the Older Men's panel, path analysis and occupationally stratified samples, this study empirically examines the relative role of human capital and labor market structures in earnings determination. Results suggest that within the primary labor market, individual productivity differences (as manifested in human capital differentials) are the dominant influence on earnings determination. However, within the secondary labor market, a more structural model of earnings seems appropriate. Cohort: M.

937 MAXWELL, NAN L. "The Retirement Experience: Psychological and Financial Linkages to the Labor Market." *Social Science Quarterly* 66,1 (March 1985):22-33.

This research explored labor market factors influencing one's psychological well-being and economic security after retirement. Results supported the hypotheses that a worker's employment, earnings, and industry in the labor force affect a retiree's financial position; the reason for labor force withdrawal influences economic position and outlook toward life; a positive relationship exists between income and life satisfaction; and health problems and importance of job influence life satisfaction after retirement. A logarithmic function of the income received from pension and Social Security was used to measure income while life satisfaction was measured by response to a question regarding how happy the respondent was with his life. It was found that workers with successful labor market experiences were likely to have a better financial situation in retirement that was transmitted into greater life satisfaction and that whites appeared psychologically affected by job loss while blacks' ties to the labor were purely financial. Life satisfaction was not related to the comparison of retirement to preretirement income but was related to the absolute level of income after retirement, indicating that "replacement ratios" are not the most appropriate variables to be studied when looking at a retiree's income if we are concerned with psychological well-being. Cohort: M.

938 MAXWELL, NAN L. "The Retirement Implications of Industrial and Occupational Labor Market Segmentation." Ph.D. Dissertation, Florida State University, 1983.

This research explored the extent to which industrial and occupational labor market segments, labor market institutions, and human capital accumulation impact on a worker's labor market and retirement income. Using data from the Older Men's cohort of the NLS and a path analytic estimation procedure, results supported the hypothesis that labor market segments and market institutions exert a powerful impact on labor market earnings and that these influences extend into retirement. Labor market segments exert a more powerful impact on earnings than human capital variables as well as dictate the return on human capital investments while a worker is in the labor market. Labor market segments continue their impact on income once a worker withdraws from the labor force by influencing both the level and source of retirement income. Cohort: W.

939 MAXWELL, NAN L. and D'AMICO, RONALD. "Employment and Wage Effects of Involuntary Job Separation: Male-Female Differences." *American Economic Review* 76,2 (May 1986): 373-377.

A study is undertaken to determine if women fare better or worse than men upon job termination. Analysis examines the role human capital and institutional factors play in explaining the consequences following involuntary job termination. Data are taken from the Young Men and Young Women's panels of the NLS. The results indicate that, while males may have increased displacement rates, once females lose their jobs, they are more likely to have difficulty recovering their initial labor market positions. Striking employment differentials between the sexes exist after displacement, with female unemployment rates about 2 1/2 times greater than rates for males. With prolonged unemployment, women are much more likely to drop out of the workforce than men. Much of the differential can be attributed to gender or to gender-related characteristics. Evidence also suggests that, net of human capital and institutional influences, displaced females also suffer greater wage loss than males. Cohort: B G.

940 MAXWELL, NAN L. and DUFFAS, LU ANN. "A Life-Cycle Model of Female Labor Supply." Presented: Baltimore, MD., Population Association of America, 1989.

A formal life-cycle model of female labor supply is developed in which a woman alters her human capital decision-making in accordance with expected life-cycle events. Within such a model, observed state dependence in labor force participation results from either heterogeneity in human capital and child service stock or from constraints on woman's decision-making. By identifying the direct relationship between children and human capital accumulation, the authors clarify the role of life-cycle events on permanent wages. By integrating this relationship into a system of choice and a system of all-or-nothing options, the multitude of influences on a woman's lifetime labor force participation decision are more easily untangled. Cohort: G W.

941 MAXWELL, NAN L. and MOTT, FRANK L. "Trends in the Determinants of Early Childbearing." *Population and Environment* 9,2 (Summer 1987): 59-73.

This study uses data from the Young Women and NLSY cohorts to examine the extent to which socioeconomic background factors and race have changed in their ability to predict a first birth before age 19 between 1968 and 1980 for women aged 19 to 23. The authors find little support for their hypothesis that the increasing availability of contraception and abortion for young women from all social classes reduces the traditionally strong inverse association between social class and early childbearing. There is evidence that, even after controlling for changes in socioeconomic background factors, black young women are significantly more likely than their white counterparts to bear children before age 19 in 1980 and the relative gap between races in this regard did not alter perceptibly during that period. Cohort: G Y.

942 MAXWELL, SUZANNE LASCHE. "Occupational Sex Segregation and Mobility: An Analysis of the Career Experiences of Mature Women, 1967-1977." Ph.D. Dissertation, Texas A & M University, 1983.

The major goal of this research is to analyze the labor experiences of mature women through the empirical examination of their mobility between occupational sectors defined on the basis of sex composition. The basis of this conceptualization is the theoretical intersection of three substantive traditions of literature and empirical research: occupational sex segregation, labor market segmentation, and occupational mobility. Five general multivariate propositions are derived from this theoretical intersection and are representative of a multi-theoretical approach to the analysis of mobility. More specifically, the influences of early formative influences, human capital investments, familial investments, market conditions, and job conditions are assessed on two types of mobility patterns: mobility from the typical occupational sector and mobility from the atypical occupational sector. Based on data from the NLS, the empirical analysis intends to accomplish two interrelated goals. First, the fact of mobility between sex-typed occupational sectors is established. The fact of mobility pertains to both the extent of mobility and the direction of movement. Second, explanatory models of the two types of inter-sectorial mobility are assessed. Even though little change in the overall occupational opportunities available to labor force participants is detected, an important amount of individual movement is observed between the atypical, balanced, and typical occupational sectors. Analysis of the determinants of mobility between sex-typed occupational sectors are presented according to three explanatory models. For Model I, indicators of early formative influences and job conditions are significantly associated with mobility from the typical occupational sector. For Model II, indicators of early formative influences, human capital investments, and job conditions are significantly associated with mobility from the atypical occupational sector. For Model III, indicators of human capital investments, familial investments, market conditions, and job conditions are significantly associated with both types of mobility. Cohort: W.

943 MCCALL, BRIAN P. "Studies of Sequential Choice in Labor Market." Ph.D. Dissertation, Princeton University, 1988.

This dissertation investigates problems of sequential job choice when jobs are characterized by significant uncertainty, the importance of which may differ from job to job, and where information revealed at one job may be useful for predicting the outcomes at other jobs. Recent results in the statistical theory of multi-armed bandits are used to determine the optimal sampling strategies for workers in this environment. Chapter 1 develops a model of job search where jobs are not identical and where not all information of value is revealed before a job is accepted. In this case, the optimal sampling strategy implies that jobs with more residual uncertainty are, ceteris paribus, ranked higher and associated with a lower reservation wage, which governs job acceptance. This gives a very simple explanation of why reservation wages might increase over an unemployment spell. Chapter 2 of this dissertation tries to determine whether matching occurs at an occupational level. A dynamic model of job choice is developed where matching information is comprised of job-specific and occupation-specific components. One empirical prediction derived from the theory is that, if occupation matching is significant, those working their second job in an occupation would be less likely to quit than those working their first job. This prediction is tested using weekly employment data from the NLSY and semi-parametric hazard estimation techniques which control for unobserved heterogeneity. The predictions of the model are confirmed but only for those working their second job in a occupation who, in addition, had tenure in their first job exceeding one year. Finally, Chapter 3 develops a model of occupational choice where matching information is partly occupation-specific, workers risk being fired, and interoccupational job switches may be significantly more costly, due to training, then intraoccupational job switches. It is shown that, when job switching costs are low and training costs negligible, workers find occupations with larger match uncertainty and where information tends to be occupation-specific more attractive. If it is more costly to move between occupations than within an occupation, then a worker likes occupations where information is relatively job-specific. [UMI ADG89-04319] Cohort: Y.

944 MCCRATE, ELAINE. "Discrimination, Returns to Education, and Teenage Childbearing." Working Paper, Bunting Institute, Radcliffe College, 1989.

Widespread teenage childbearing among some subpopulations of U.S. women, particularly black women, has been taken as evidence of a "culture of poverty." According to this theory, the poor do not take advantage of existing opportunities, such as school and work, to improve their economic circumstances. Utilizing data from the NLSY, this paper provides an empirical critique of such a notion. It demonstrates that returns to education are lower among the women who become teenage mothers, and that these lower returns are not due to the birth itself. Rather, they are due to poor quality schooling or jobs. Hence, since education does not pay off for these women, this research questions a key assumption of the culture of poverty theory: that education is a viable means to economic betterment. The paper also concludes that premarket discrimination in schooling and discrimination in employment contribute to teenage childbearing, rather than deficient culture. Cohort: Y.

945 MCCRATE, ELAINE. "Returns to Education and Teenage Childbearing." Working Paper, Bunting Institute, Radcliffe College, 1989.

Teenage childbearing has received much recent attention, in great part because of its association with lower years of schooling, especially lower rates of high school completion. Based on wage regressions using data from the NLSY, it is argued that teenage motherhood is not therefore irrational: returns to education are lower for the women who become teenage mothers, and the difference is not due to the birth itself. Rather, the difference is most likely due to the quality of education or the rationing of primary sector jobs. Cohort: Y.

946 MCDONALD, LYNN. "The Retirement Spectrum: A Socioeconomic Analysis." Ph.D. Dissertation, The University of Calgary, 1983.

Utilizing data from the NLS Older Men's cohort, this study examined the socioeconomic factors influencing early, on-time, and late retirement. Using a political economy perspective as an inferential framework, three models of retirement were estimated to achieve this purpose. The initial model was designed to determine the extent to which economic, social, and political structures explain the degree and timing of retirement. The second model investigated the effects of economic segmentation (core and periphery) on retirement and the third model explored the influence of substantive complexity, motor skills, physical demands, and working conditions of occupations on the retirement process. The general conclusion of the analysis is that behavior across the retirement spectrum can be linked to the social and economic structures of society, a central tenet of the political economy perspective. Further, these socioeconomic structures are at least as important as individualistic factors in influencing the degree and timing of retirement. Cohort: M.

947 MCELROY, MARJORIE B. "The Joint Determination of Household Membership and Market Work: The Case of Young Men." *Journal of Labor Economics* 3,3 (July 1985): 293-316.

Labor supply and household membership are systematically related and jointly chosen. The Nash bargaining model of family behavior of McElroy and Horney (1981) is used to specify stochastic structural relationships (two indirect utility functions, a market and a reservation wage function) that jointly determine work consumption, and household membership. The maximum likelihood estimates of the implied trinomial probit model differ sharply from those obtained when either market work or household membership is taken as exogenous. This application to white male youths from a matched sample drawn from three National Longitudinal Surveys shows the insurance function of families. Parents insure their sons against poor market opportunities: in the face of poor market opportunities a son may return to his parents' household. His parents share in the utility loss and thereby cushion the son's utility loss. Cohort: B M W.

948 MCELROY, MARJORIE B. and KNIESNER, THOMAS J. "Family Structure, Race, and Feminization of Poverty." Working Paper, Chapel Hill, NC: Department of Economics, University of North Carolina, 1986.

The substantial increase in the number of women living in poverty during the 1970s and the 1980s has been termed the feminization of poverty. Our research analyzes theoretically and empirically changes in family structure and the concomitant contribution to this trend. Our empirical work utilizes the NLS Mature Women's data to analyze the poverty experience of women at a crucial stage in the life cycle. Emphasized are the joint roles of chance, choice, and exogenous background factors in determining family structure. In particular, we present estimated multivariate hazard factors for divorce and remarriage and their relationship to poverty entry and exit. The focus is on predetermined factors--including both welfare generosity and demographics. We conclude by conjecturing that (at least through the year 2000) poverty will be defeminized. Cohort: W.

949 MCLANAHAN, SARA S. "Intergenerational Consequences of Family Disruption." (In-progress Research).

This research examines the intergenerational consequences of family disruption. Specifically, we analyze the effect of living with a single parent on (1) educational attainment, (2) "inactivity," defined as not working and not attending school, (3) family formation, e.g., marriage, fertility, and divorce, (4) psychological well-being, and (5) family relationships during adulthood. Three alternative, but in some ways, complementary hypotheses are tested: (1) the "economic deprivation hypothesis," which argues that lower attainment is due to a lack of parental investment, (2) the "socialization hypothesis," which argues that lower attainment is due to differences in parental values or lack of parental control, and (3) the "neighborhood hypothesis," which argues that lower attainment is due to social isolation and lack of employment opportunity. The data include the NLSY, the Panel Study of Income Dynamics (PSID-1985 wave), the High School and Beyond Survey (HSB), and the National Survey of Families and Households (NSFH). Each of these surveys has one or more features that make it uniquely attractive for studying intergenerational relationships. The analyses are based on (1) OLS and logit models, used to estimate the effect of background variables on high school completion, psychological well-being, role performance and family relationships in adulthood, (2) event-history models, used to examine the effect of background variables on rates of school interruption, inactivity, marriage, fertility, and divorce, and (3) fixed-effects models, used to control for unobserved heterogeneity in examining the effect of changes in family structure on changes in the behavior of offspring. [FEDRIP/NTIS] Cohort: Y.

950 MCLAUGHLIN, STEVEN D. "Consequences of Adolescent Childbearing for the Mother's Occupational Attainment." Final Report, National Institute of Child Health and Human Development, 1977.

This research provided documentation of the impact of adolescent childbearing on the economic attainment of the mother. Drawing on data from the NLS of Young Women, causal models of economic attainment were estimated separately for subsamples of women having their first child at different ages. The educational attainment of the early childbearer was found to be severely attenuated. Even after socioeconomic background was controlled, the earlier the birth of the first child, the lower the average education. The findings regarding labor force experience were inconclusive; however, there was a slight positive effect from early childbearing on experience. The earning potential of the short- and long-term occupation was found to be negatively associated with early childbearing. The effect was indirect, so that the mother's age at first parity influenced her education which, in turn, influenced her earning potential. In the short term, the adolescent mother was found to realize a far lower rate of economic return to her education. The mother's ability to exchange education for earning potential is reduced as age at first parity declines. This effect was not found in the long term model. The analysis of actual wages earned demonstrated no age-at-first-parity effect. Cohort: G.

951 MCLAUGHLIN, STEVEN D. "Differential Patterns of Female Labor-force Participation Surrounding the First Birth." *Journal of Marriage and the Family* 44 (May 1982):407-20.

Five years of panel data from a national sample of Young Women age 14 to 24 are used to examine patterns of female labor-force participation surrounding the birth of the first child. It is argued that declines in labor-force participation prior to the first birth and increases in participation following the birth will vary by education, economic well-being, and prebirth work experience. In each case the differential patterns of participation surrounding the first birth conform to the hypotheses. A case is then made for the importance of recognizing the conditional nature of this dynamic relationship. Cohort: G.

952 MCLAUGHLIN, STEVEN D. "Educational and Occupational Aspirations as Determinants of Adolescent Fertility." Final Report, National Institute of Child Health and Human Development, 1981.

Using the 14 to 24-year-old female cohort of the NLS, this report investigates the relationship between high educational and occupational aspirations and fertility. These aspirations are included in an equation along with measures of socioeconomic background, number of siblings, high school curriculum, and sex role attitudes. The equation is estimated separately within four categories of age (14/15, 16, 17, and 18) and two categories of race (white and black). Findings show that racial differences in adolescent fertility disappear for adolescents age 17 and 18 but remain among those who are younger; older white and black adolescents enrolled in a college preparatory high school curriculum are less likely to experience a birth than those enrolled in general vocational or technical curriculum; sex role attitudes and number of siblings do not affect probability of a birth for any of the age-race groups; and educational aspirations significantly affect birth probabilities only among whites age 14/15 and 17. Analyses show overall, however, that the adolescent fertility process is not profoundly influenced by aspirations. Cohort: G.

953 MCLAUGHLIN, STEVEN D. "The Family and Women's Labor Force Participation." Final Report, National Institute of Mental Health, 1979.

Changing patterns of women's labor force participation and fertility are examined in order to provide an overview of the problems as well as an introduction to the theoretical and analytical perspective. Changes in fertility from macro and micro perspectives are described. The theoretical perspectives utilized in past efforts to understand the relationship between fertility and labor force participation are reviewed. Models involving either labor force participation or fertility as the dependent variable are critically assessed in terms of their implications for the study of the dynamic fertility/labor force participation relationship. Major conclusions are that: (1) the impact of pre-birth labor experience on fertility is minimal in almost all contexts and for both races; (2) a strong inverse effect of fertility on labor force participation is found for the total white and black sample; and (3) the dimension of family composition most important for labor force participation is the number of years spent with a pre-school child without an older relative. Cohort: G W.

954 MCLAUGHLIN, STEVEN D. "Occupational Characteristics and the Male-Female Income Differential." Ph.D. Dissertation, Washington State University, 1975.

The major findings of this research are that: (1) the extent to which married women participate in the labor force is a function of family composition; (2) the labor force participation of married men is independent of the family; (3) the nature of the occupations within which married men and women work is independent of family composition; (4) males earn more than females via their participation in the labor force controlling for the nature of the occupation within which they work, their education, and their experience; (5) the intellectual skill dimension of occupations is the most important determinant of income for both sexes; (6) within categories of education and experience men earn over twice as much as women for the intellectual skill dimension of their occupation; (7) every year of formal education yields an average yearly income gain for men which is almost twice as large as the corresponding income gain for women; and (8) labor force experience has an approximately equal net effect on the incomes of men and women. The implications of these findings for the "equal pay for equal work" issue and for change directed social-economic policy are discussed. Cohort: W.

955 MCLAUGHLIN, STEVEN D.; BILLY, JOHN O.G.; JOHNSON, TERRY R.; MELBER, BARBARA D.; et alia. "The Cosmopolitan Report on the Changing Life Course of American Women: Parts I & II." New York: Cosmopolitan Magazine, 1986.

The first of these reports discusses the basic demographic trends in education, marriage, childbearing, and labor force participation experienced by American women. While observing that important changes are occurring within each of the areas listed above, the authors note that, with the exception of the unprecedented increase of women in the labor force, most of the trends can be seen within the perspective of a return to historic trends established in the first half of the century. What appears new is the rise of women as 'primary individuals' who will experience a life course characterized by longer periods of independence and self-sufficiency (e. g., extended education, delayed marriage, postponed childbearing, etc.). The second report examines the linkages between attitude and behavior change and concludes that a major attitude transition has been completed and that, as a result, American women are entering a period of demographic and attitudinal stability. Cohort: G W Y.

956 MCLAUGHLIN, STEVEN D.; GRADY, WILLIAM R.; BILLY, JOHN O.G.; WINGES, LINDA D. "The Effects of the Decision to Marry on the Consequences of Adolescent Pregnancy." Report, Office of Adolescent Programs, Department of Health and Human Services, 1984.

Teenage parenthood has been linked to reduced education, marital instability, rapid subsequent childbearing and health problems for the child. This research compares individuals who had a first live birth before age 20 for three marital status groups: those who married before becoming pregnant, those who married during the pregnancy and those who did not marry before the birth. The four outcomes considered are: education acquired after the birth, marital disruption (for all those who eventually married), the timing of the second child, and the health of the infant (measured by birthweight and proportion breastfed). Black adolescent mothers are more likely to attend school after the birth than white adolescent mothers. Marriage before the birth, either before pregnancy or while pregnant, reduces the probability of attaining more education after the birth, and this negative impact of marriage is much stronger for blacks. Remaining unmarried at the birth increases the likelihood of the white teenager being with her family which, in turn, increases the likelihood of additional education. Teenage mothers are less likely to experience a marital separation if they marry before the birth than if they marry after the birth. Black and white adolescent mothers who do not marry before the birth have a longer interval between the first and second births than those who marry either before or during the pregnancy. White teenage mothers who marry before the birth (either before or while pregnant) are less likely to have a low birthweight baby and more likely to breastfeed the baby than those who are unmarried at the birth. There are no birthweight or breastfeeding effects of marital status for blacks. Adolescents who do not marry prior to first birth tend to have outcomes different from those who marry either before becoming pregnant or during the pregnancy. Further, the effects of marital status at first birth vary by race. Because the proportion of all adolescent births that occur before marriage is increasing, these results have important implications for policy planners and program administrators. In addition to NLSY data, this study uses data from Cycle 3 of the National Survey of Faculty Growth. Cohort: Y.

957 MCLAUGHLIN, STEVEN D.; GRADY, WILLIAM R.; HERTING, JERALD R.; FLOREY, FRANCESCA A. "The Effects of the Decision to Marry on the Consequences of Adolescent Childbearing: Education, Income and Subsequent Fertility." Final Report, Battelle Human Affairs Research Centers, 1986.

This report extends an earlier analysis of the consequences of adolescent childbearing (McLaughlin, et. al., 1985). It examines three primary issues: (1) how family and public sector support affected the completion of education; (2) how the economic well-being of teenage mothers is affected by the timing of marriage; and (3) the effect of marriage timing on the spacing and wantedness of the third birth. Using data from the 1979-1982 NLSY, this analysis found that while less than half of all adolescent mothers who became pregnant before completing high school were able to achieve a diploma within two years after the birth, those who remarried in the household of their parents after the birth were more likely to obtain their diploma than adolescent mothers who established separate living arrangements. Secondly, almost 40% of all white adolescent mothers and over two-thirds of all black adolescent mothers were in poverty one year after the birth. When the poverty status of those who marry prior to the birth is compared to the status of those not marrying before the birth, there appears to be an economic gain associated with marriage. However after controlling for the other factors affecting economic well-being, there is no remaining effect of marriage but the effects of living arrangements remain large and significant. Finally, marital status at first birth was found to significantly affect the timing of the third birth only among black women. Cohort: Y.

958 MCLAUGHLIN, STEVEN D.; MELBER, BARBARA D.; BILLY, JOHN O.G.; ZIMMERLE, DENISE M.; et alia. *The Changing Lives of American Women*. Chapel Hill, NC: The University of North Carolina Press, 1988.

This book traces the basic demographic, behavioral, and attitudinal changes in the life course of three generations of American women. It looks closely at behavioral changes in educational attainment, marital patterns, premarital sexual behavior, labor force participation, and childbearing. The authors use data from the NLS of Mature Women and Young Women to examine attitudinal changes over the years 1967 to 1982. Various roles or life course stages, i.e., that of student, job holder, wife, employed wife, mother, employed mother, etc., were constructed for four separate five year birth cohorts of women and analyzed for the years 1960 to 1980. Finally, changes in life course plans (percent planning to be homemakers at age 35), attitude of women toward full-time employment of mothers, and attitude toward mothers' working when husband disapproves were examined by cohort, life course stage, and year. Cohort: G W.

959 MCLAUGHLIN, STEVEN D. and MELBER, BARBARA D. "The Female Challenge -- Converging Dreams and Separate Realities." *Marketing Communications* 11,10 (November 1986): 29-36.

Recent decades have witnessed fundamental changes in the way women organize their lives. A tremendous transition has taken place through which women have altered their relationships with their families and with the economy. Data on 10,000 women from the Mature and Young Women cohorts (1967-1983) were utilized. The investigation reveals that new levels of economic independence encourage the lifestyle of the ''primary woman,'' who makes major life decisions in such areas as work, children, education, and marriage. Attitudes of women are shifting closer to men's, and there are important and complex linkages between these and personal behavior. One important area remains unaffected: women continue to place a high value on marriage and family. Women want marriage, but they want greater independence within the union. Women's stress in meeting both family and career commitments, combined with their increased purchasing power, may produce important changes in women's consumer behavior. Cohort: G W.

960 MCLAUGHLIN, STEVEN D. and MICKLIN, MICHAEL. "The Timing of the First Birth and Changes in Personal Efficacy." *Journal of Marriage and the Family* 45,1 (February 1983): 47-55.

The authors examine the psychological consequences of first birth from a life-course perspective. The first birth is seen as a major life event, subject to normative constraints regarding its timing. It is hypothesized that too early a first birth has negative psychological consequences for the mother in the form of a lowered sense of personal efficacy. Data are drawn from the NLS Young Women Cohort. Results indicate that having a first birth before age 19 reduces personal efficacy, regardless of original differences in efficacy, age, education, or parental socioeconomic status. Cohort: G.

961 MCLEAN, R. A. and MOON, MARILYN. "Health, Obesity, and Earnings." *American Journal of Public Health* 70,9 (September 1980): 1006-9.

Published reports and economic theory suggest that workers' earnings may be affected by their degree of obesity. The purpose of this research was to estimate the size of such an effect. The earnings-obesity hypothesis was tested with data from the NLS of Older Men. Results suggest that, for members of that sample, there is no earnings depressant effect due to obesity. Cohort: M.

962 MCNALLY, KATHLEEN V. "Estimation of Academic Attrition Behavior: An Analysis of Predictors of High School Dropout Behavior in the United States." Ph.D. Dissertation, Columbia University, 1979.

In general, the results indicate that differentials in dropout rates are considerable by race for each sex, but are not significantly different by sex within race groups. Although the magnitude of the black dropout rate exceeds that for whites, the timing pattern of dropout behavior in the high school years is remarkably similar for blacks and whites. Young women are slightly less likely to drop out of school than are young men, yet they are also less likely to attend college, hence there is less variation in ultimate educational attainment among young women than among young men. Furthermore, for blacks and whites, males are more likely to have had no high school experience than are females. Cohort: B G.

963 MEDLEY, CAROL. "Shift Workers: A Descriptive Analysis of Workers' Characteristics." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1979.

Four NLS cohorts (Young Men ages 19-29, Older Men ages 50-64, Young Women ages 18-28, and Mature Women ages 35-49 in 1971) are used to analyze the work-related characteristics of shift workers. Evening shift workers are more likely than day workers to have union representation and overtime pay; however, low wages and fewer hours of work outweigh the advantages. Split shift workers also have fewer hours and lower wages. As for the night shift, job tenure is comparable to that for the day workers. Evening, split and night shift workers are concentrated in the North, as might be expected within manufacturing. Service, transportation, and sales are also represented by evening and night shift workers. Sex-related differences in shift and industry have also been found, such as boys, women and girls working day shifts as compared to men working night shifts. Cohort: B G M W.

964 MEHRZAD, NASSER. "Pensions and Implicit Contracts: A Labor Market Test." Ph.D. Dissertation, West Virginia University, 1987.

This dissertation tests the strength of implicit pension contracts. Defined benefit pensions base retirement annuities upon final salary with the firm weighted by years of service. Given positive nominal wage growth, vested benefits accrue disproportionately late in the career. This deferral may present the possibility for opportunistic behavior by employers. If workers and firms agree to an implicit contract under which workers assume long tenure with the firm, they will forego current wages at a rate exceeding the actual accumulation of legal pension benefits. The employer may realize a clear short-term benefit by violating this contract. The employer is able to impose pension losses by laying off or by lowering the wage of pension covered workers as they near retirement age. This implication, however, ignores the long-run consequences of such behavior to the firm. Workers only accept pension contracts if firms can bond themselves against opportunistic behavior with reputational capital. Otherwise, workers would refuse pensions which defer compensation. An opportunity for "cheating" arises only if information is imperfect. Thus whether workers are "cheated" is an empirical question. Are pre-retirement pension covered workers more likely to experience layoffs? The results, using both the Bureau of Labor Statistics' layoff data and the NLS Older Men data, indicate that pensions appear to reduce the likelihood of discharges among pension-covered workers. This finding suggests that firms honor the implicit pension contract. This model also allows for testing of the impact of ERISA. If the pension market was characterized by firms "cheating" the establishment of ERISA should have altered firms behavior. We find no evidence that ERISA has reduced firms' permanent layoffs of pension-covered workers. Thus, firms appear to have honored the contract even prior to the enactment of ERISA. Another test of the durability of implicit pension contracts is also provided. Firms could exploit workers by retarding their growth in wage, as well as, by layoff. Yet the empirical findings using the NLS provide no evidence that firms "cheat" pension-covered workers by delivering lower wages than promised at later stages of worker's career. [UMI ADG-87-29230] Cohort: M.

965 MEIER, RONALD L. "Participation in Secondary Vocational Education and its Relationship to College Enrollment and Major." Ph.D. Dissertation, Northeast Missouri State University, 1988.

This study investigated information from the NLSY for the years 1979 through 1982. Specifically, data regarding participation in secondary vocational education courses, high school completion, college enrollment, and college major were analyzed via Kaplan-Meier estimates of survival distribution and log linear models to ascertain the nature of relationships among the amount and kind of participation in secondary vocational education, whether the student enrolled in college and, if they did, what their college major was. Findings showed that students who develop concentrations in an area of secondary vocational education were less likely to enroll in college over time. Of those students who do enroll in college, level of participation was related to college major. After compressing further across levels of participation, patterns of enrollment were not significantly different. However, patterns of college majors varied significantly with type of secondary vocational education participation. Cohort: Y.

966 MELLOW, WESLEY. "Equilibration in the Labor Market." *Southern Economic Journal* 45 (July 1978):192-204.

This paper tests the competitive theory prediction that noncompensating wage differentials are liquidated in the dynamic setting. Except for the finding that job stayers maintain positive differentials, our results indicate an equilibrating labor market. At the risk of oversimplification, the implication of our results for the validity of the competitive model of wage determination can be summarized as follows. At full employment, market forces facilitate the worker's attainment of his potential wage. A significant group of workers, however, remains insulated from market forces and maintains existing rents. In this respect the labor market is segmented; some workers maintain an enclave wage. A deterioration in aggregate labor market conditions reverse the scenario: the liquidation of negative differentials declines and rents are expropriated. Cohort: M.

967 MELLOW, WESLEY. "Information Deficiencies and Search Unemployment." Working Paper #64, U.S. Department of Labor, Bureau of Labor Statistics, 1976.

This paper tests the hypothesis that information deficiencies affect search unemployment by estimating a search unemployment model that explicitly incorporates a measure of initial information deficiencies. Results support the recent job search models, such as McCall's adaptive search model, which hypothesize adjustments in the reservation wage as initial information deficiencies are resolved. Specifically, it appears that information deficiencies affect search unemployment, that search unemployment is productive and that the market differentials of job changers narrow. All this indicates a familiar scenario. The initial perception of the wage distribution is dominated by the prior wage. As search progresses, information is accumulated and in Bayesian fashion the perception of the wage distribution becomes more precise. The reservation wage is adjusted towards the market wage. Unemployment is thus productive in two important ways: (1) it is productive search: it leads to a better (higher wage) new job; and (2) it facilitates equilibration in the labor market: it encourages a realignment of unrealistic perceptions with market realities. Of course, these generalizations must be tempered by a recognition that the results apply only to the behavior of middle aged men in a full employment economy. Cohort: M.

968 MELLOW, WESLEY. "Market Differentials and Labor Force Behavior." Ph.D. Dissertation, Washington University-St. Louis, 1975.

This study exploits the concept of the market differential in an investigation of labor market dynamics. The market differential is the deviation of the worker's actual wage from his human capital or potential wage. Using the NLS of Older Men as a data base, the market differential concept is operationalized and regression models of its impact on quits, search unemployment and wage change are estimated. In each instance results are consistent with predictions of the competitive theory. The market differential has a direct impact on search unemployment. Market wage offers are consistent with the potential wage while initial wage demands are determined by the prior wage. Finally, the change in the worker's real wage rate is inversely related to his market differential. Dynamic liquidation of existing market differentials is discussed. Cohort: M.

969 MELLOW, WESLEY. "A Multinomial Logit Model of Labor Turnover." *Journal of Economics and Business* 32 (Spring 1980):227-34.

This paper presents a joint analysis of the determinants of quits and layoffs. Specific attention is given to the importance of the wage structure as a determinant of labor turnover. Data are taken from the 1966-69 installments of the NLS of Older Men aged 45 to 59 in 1966. A worker-specific measure of wage differentials is constructed as the residual from a wage regression estimated with the 1966 data; other variables hypothesized to determine turnover decisions are also defined. The 1967 and 1969 installments document subsequent turnover activity. Multinomial logit analysis is used to estimate the model. Cohort: M.

970 MELLOW, WESLEY. "Search Costs and the Duration of Unemployment." *Economic Inquiry* 16 (July 1978):423-30.

This study attempts to test the hypothesis that low search costs increase the duration of unemployment. Findings show that job changers identified as having low search costs have longer subsequent duration of unemployment. In addition, the authors examined the determinants of wage change and found that unemployed time is productive search. The results support two basic contentions of search theory and suggest that worker-specific differences in search costs contribute to the dispersion of wages among workers. Cohort: M.

971 MELLOW, WESLEY. "Turnover in the Youth Labor Market." Proceedings of the Business and Economic Statistics Section, American Statistics Association Part II (1978):632-37.

Our findings indicate that voluntary turnover in the youth labor market represents an explicit attempt to improve economic position. Workers who quit are those who receive less than their market wage. Moreover, unsatisfactory job matches appear to be an important cause of youth turnover--the accumulation of job tenure rapidly diminishes the likelihood of changing jobs; and workers who locate jobs under unfavorable economic conditions are more likely to find that such jobs subsequently prove unsatisfactory. Finally, the maturation process increases the purposiveness of workers' turnover behavior, albeit modestly. Cohort: B G.

972 MENAGHAN, ELIZABETH G. and PARCEL, TOBY L. "Measuring Temperament in a Large Cross Sectional Survey: Reliability and Validity for Children of the NLS Youth." Working Paper, The Ohio State University, Department of Sociology, 1988.

This study investigates the measurement properties of the set of items used to assess the construct of temperament for the children of NLSY mothers in 1986. After briefly describing the nature of the NLSY itself and origins of the survey of children, the authors describe the scaling procedures used to construct measures from the items, report these measures' reliabilities, and describe initial evidence suggesting validity. Three sets of age-specific measures are developed: activity and predictability for infants under a year; positive affect and fearfulness-fussiness for infants under age two; and compliance, shyness, and demanding dependence for children age two through six. As previous research of other maternal ratings of child temperament have shown, these scales are generally correlated as expected with other constructs, including interviewer ratings of the child's interaction; and they are also related to maternal characteristics. The paper concludes with a discussion regarding the advantages of using these measures for study of certain research questions central to the field of child development, as well as limitations inherent in the resource. Cohort: C.

973 MENSCH, BARBARA S. and KANDEL, DENISE B. "Do Job Conditions Influence the Use of Drugs?" *Journal of Health & Social Behavior* 29 (June 1988): 169-184.

The relationship between job conditions and use of four classes of drugs, alcohol, cigarettes, marijuana and cocaine, are investigated using data from the NLSY, a nationally representative survey of the labor force experience of young adults aged 19-27 in 1984. Indirect measures of job characteristics, based on Census-based classifications developed by Karasek, et al.,1987 and the DOT (Miller et al., 1980) were supplemented by limited self-reported measures. No clear epidemiological patterns emerge regarding the distribution of drug use either in general or on the job across occupations and industries. Similarly, specific job dimensions, whether assessed from job titles or from the respondents themselves, showed very low correlations with recency/frequency measures of drug use. Individual factors indexing lack of commitment to social institutions, such as having dropped out of school, participation in delinquent activities and not being married are much stronger predictors of drug use than specific job conditions. This study concludes that substance use by workers is not due as much to conditions of the work place as to attributes of the work force. Cohort: Y.

974 MENSCH, BARBARA S. and KANDEL, DENISE B. "Dropping out of High School and Drug Involvement." *Sociology of Education* 61 (April 1988): 95-113.

The relationship between dropping out of high school and substance use is explored using the NLSY, a national longitudinal sample of young Americans aged 19-27 in 1984. Cross-sectional data indicate that high school dropouts are more involved with cigarettes and illicit drugs than graduates, and those who go on to obtain a GED are the most intensely involved. Event history analysis indicates that, controlling for other important risk factors, prior use of cigarettes, marijuana and other illicit drugs increases the propensity of dropping out and that the earlier the initiation into drugs, the greater the probability of premature school leaving. Preventing or at least delaying initiation of drug use will reduce the incidence of dropping out in our nation's high schools. Cohort: Y.

975 MENSCH, BARBARA S. and KANDEL, DENISE B. "Underreporting of Substance Use in a National Longitudinal Youth Cohort: Individual and Interviewer Effects." *Public Opinion Quarterly* 52,1 (Spring 1988): 100-124.

The quality of drug data in the 1984 wave of the NLSY is explored. Comparisons with other national surveys indicate that underreporting of use of illicit drugs other than marijuana appears to have taken place, and that light users of these drugs are under-represented among the self-acknowledged users. Comparison with marijuana use reported four years earlier indicates that experimental marijuana users are much less likely than extensive users to acknowledge involvement. Even after controlling for frequency of use, underreporting is more common among terminal high school dropouts and minorities. Not only individual characteristics but field conditions also contribute to underreporting. Familiarity with the interviewer, as measured by number of prior interviewing contacts, depresses drug use reporting. The authors speculate that interviewer familiarity increases salience of normative standards and that participants respond not only in terms of their past familiarity but also their subjective expectations regarding the probability of a future encounter with the interviewer. Cohort: Y.

976 MERTENS, DONNA M. "Vocational Education and the High-Risk Student." *Journal of Vocational Education Research* 11,2 (Spring 1986): 1-15.

The NLSY was analyzed to determine the retentive effects of vocational education for high risk youth. The study concluded that, all else being equal, vocational education participants do not have a greater chance of dropping out of high school than their nonvocational peers. Strategies are recommended for increasing the retentive effects of vocational education programs. Cohort: Y.

977 MERTENS, DONNA M. and GARDNER, JOHN A. "Vocational Education and the Younger Adult Worker." Report, U.S. Department of Education, Columbus, OH: National Center for Research in Vocational Education, 1981.

The Younger Adult Workers (YAW) study examined the long-range impact of participation in vocational education through a national cross-sectional survey of 1,539 persons aged 20 to 34 who were in the civilian labor force. The results of the Younger Adult Workers Survey were supplemented by analyses of two other national data bases--the NLS of Young Men and Young Women and the National Longitudinal Study of the High School Class of 1972 (Class of '72). Critics of vocational education contend that because the vocational curriculum prepares students for immediate employment, it limits longer-term opportunities. Vocational education does so, these critics allege, by directing, or "tracking," disadvantaged, minority, and female youngsters into programs that prepare them for low status, low paying jobs that offer no opportunity for advancement. The results concerning earnings for the three curriculum groups definitely discount the allegations that vocational education prepares youngsters for low status, low paying jobs. Positive earnings effects were found for male marketing and trade graduates, as well as for female business and trade graduates. However, consistently negative effects on earnings were found for women in the "other" vocational category, as well as for women as compared to men. On the positive side, unemployment was reduced, especially for business and marketing females. Cohort: B G.

978 MERTENS, DONNA M. and SEITZ, PATRICIA. "Labor Market Experiences of Handicapped Youth." Report, U.S. Department of Education, Columbus: OH, National Center for Research in Vocational Education, 1982.

Handicapped individuals earn less money and have more difficulty getting jobs than their nonhandicapped peers. Vocational education is one potential way to improve the labor market experiences of handicapped youth. This study explored the feasibility of using the NLS, supplemented by the respondent's high school transcripts, to examine this issue. The NLSY do provide a national data base for researchers to examine the labor market and educational activities of handicapped youth in a limited way. Cohort: Y.

979 MERTENS, DONNA M. and SEITZ, PATRICIA. "Orientation Plan to Use the NLS Youth Data Base to Examine the Labor Market Experiences of Handicapped Youth." Report, U.S. Department of Education, Columbus, OH: National Center for Research in Vocational Education, 1982.

Handicapped individuals earn less money and have more difficulty getting jobs than their nonhandicapped peers. Vocational education is one potential way to improve the labor market experiences of handicapped youth. This paper explored the feasibility of using the Youth Cohort to examine the effects of vocational education for handicapped people. The orientation plan presented in this paper provides potential users with the following information: (1) A description of the data base, the sampling characteristics, the types of variables available, and the supplementary data sources (e. g. IEP and transcript data). (2) Technical information and resources needed to access the data. (3) Documentation of the Individual Education Programs (IEP) data and a discussion of the limitations of the data for verification of handicapped persons in the sample. Cohort: Y.

980 MERTENS, DONNA M.; SEITZ, PATRICIA; COX, STERLING. "Vocational Education and the High School Dropout." Report, U.S. Department of Education, Columbus, OH: National Center for Research in Vocational Education, 1982.

Dropping out of high school has important implications for individuals, as well as for society as a whole. Individuals who do not complete high school are likely to have a more negative labor market experience than graduates, especially in terms of unemployment. The societal impact includes foregone tax dollars, and possible increased welfare and prison expenses. Vocational education represents a potential strategy for increasing the relevancy of education for dropout-prone youth, and thus a means of encouraging them to complete their high school education. Cohort: Y.

981 MEYER, JACK A. "The Impact of Welfare Benefit Levels and Tax Rates on the Labor Supply of Poor Women." *Review of Economics and Statistics* 57 (May 1975):236-38.

This paper incorporates wage income concepts into a model of work-leisure choice. The labor supply of poor women is shown to depend upon the market wage rate adjusted for the implicit welfare tax rate, potential other income and the home wage rate. For both black and white groups, potential other income is negatively related to hours worked while the net market wage rate is not significantly related to hours worked. Cohort: W.

982 MEYER, JACK A. "Labor Supply of Women Potentially Eligible for Family Assistance." Ph.D. Dissertation, The Ohio State University, 1972.

The purpose of this study was to examine the relationship between hours of work and key welfare variables that have been omitted from other studies of the determinants of the labor supply of the poor. The study found a strong negative relationship between hours worked and "potential other income," which implies that, other things being equal, the amount of time spent working by poor married women will be inversely related to the level of welfare benefits for which they would be eligible without working. Cohort: W.

983 MEYER, JACK A. and SHEA, JOHN R. "Demographic and Social Characteristics." Years for Decision, Volume 1. Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1971.

This chapter deals with the interrelations among age, school status, and marital and family status of young women. Educational curriculum among students and educational attainment and occupational skill development among young women who are not in school are both discussed. Factors determining enrollment or non-enrollment in school are examined, and the chapter concludes with an introduction to the analyses used throughout the volume. Cohort: G.

984 MICHAEL, ROBERT T. and TUMA, NANCY B. "Entry into Marriage and Parenthood by Young Adults." *Demography* 22,4 (November 1985): 515-544.

This paper investigates the marital and fertility patterns of young men and women (age 14-21) using the first year data from the NLSY. The paper's substantive focuses are the influences of family background on early (teenage) entry into marriage and parenthood and the extent to which measured family characteristics can explain the large differences among whites, Hispanics and blacks. The paper's methodological focus is the comparison of results when a data set is analyzed as either a conventional cross-section file using a linear probability (OLS regression) or logistic (maximum likelihood) model or as a continuous time, event-history file using a partial likelihood model. Cohort: Y.

985 MICHAEL, ROBERT T. and TUMA, NANCY B. "Youth Employment: Does Life Begin at 16?" *Journal of Labor Economics* 2,4 (1984): 464-476.

Theoretical economic models, official labor force statistics, and most empirical studies of young workers disregard employment experience of students under age 16. Evidence from several sources, however, suggests that students ages 14 and 15 acquire substantial employment experience. Moreover, that experience is vastly different for black and white youths. Several policy-related issues, including causes of black-white differences in adult earnings, may deserve to be interpreted differently in the light of differentials in early employment experience. This employment experience of 14- and 15-year-olds in general and its racial pattern in particular should not continue to be ignored. Cohort: Y.

986 MILJUS, ROBERT C.; PARNES, HERBERT S.; SCHMIDT, RONALD M.; SPITZ, RUTH S. "Some Correlates of the Labor Market Status of Male Youth." In: *The Transition from School to Work*. Industrial Relations Section, Princeton University, 1968.

Among the variables which have thus far been investigated in our research, enrollment status, high school curriculum and educational aspirations, age, marital status, health condition, and veteran status are systematically related to the labor force participation of young men. Of these, the most powerful explanatory variable, as would be expected, is whether the young man is enrolled in school. On the average, those who are not enrolled are almost twice as likely to be in the labor force as are those who are currently attending school. Cohort: B.

987 MILLER, ANN R. "Evaluation of Data. Part II: The Measurement of Change: A Comparison of Retrospective and Panel Surveys." In: *Migration, Employment, & Occupational Mobility*, Philadelphia: Population Studies Center, University of Pennsylvania, 1977.

This paper compares certain basic findings from the NLS and similar measures from the 1970 Census of Population, with a view to determining the extent to which they differ and the extent to which the patterns of labor force mobility described by each are similar. Although the findings presented are of considerable substantive interest, the primary purpose is methodological. In general, the two surveys of labor market behavior have been in remarkable agreement on the very broad aspects presented here, with the single important exception of the level of occupational mobility. Cohort: M W.

988 MILLER, ANN R. "Migration, Employment, and Occupational Mobility: A Study of Trends and Interrelations and an Evaluation of Data." Final Report, Employment & Training Administration, U.S. Department of Labor, 1981.

The report utilizes data for 1955-75 (NLS and 1970 Census Retrospective data) to present evidence that: (1) recently noted migration from metropolitan areas of the Northern regions toward the South and West is a continuation of a trend observable at least since 1955-60; (2) the primary migration flow is intermetropolitan; (3) intermetropolitan migrants in general have high educational attainment and occupational status; (4) the marked tendency for migrants to a given metropolitan area to resemble occupationally those who leave that area has continued; and (5) in general, neither occupational nor geographic mobility function very efficiently as mechanisms for effecting structural change. Each is characterized by extensive flow and counterflow and the resulting net changes are generally a small proportion of the total amount of gross mobility on the part of the individuals. Cohort: M.

989 MILLER, HERMAN P. and GARFINKLE, STUART H. "Academic Careers and Post-College Employment of Young Men." Final Report, Manpower Administration, U.S. Department of Labor, 1974.

The early stages of career development are studied for young men who received college training for a variety of professional occupations. In order to identify some of the factors associated with the choice of a college curriculum and to trace the pattern of career development during the first few years after graduation from college. The sample is too small to yield statistically reliable results, but the intensive study of individual case histories covering the four years provides insights into factors affecting career development that are not now available from other sources. Cohort: B.

990 MILLER, R. A. and WOLPIN, KENNETH I. "Human Capital Accumulation and Equilibrium Job Assignment." (In-progress Research).

The purpose of this research is to study the initial phases of career development using data from the NLSY. There are three components to the project: (1) to describe the patterns of job and occupational mobility within the first decade after leaving school; (2) to estimate a structural dynamic model of job changing behavior; and (3) to estimate an equilibrium model of occupational choice. This project is important because it may change the way in which we think about the standard human capital model of earnings growth, which neglects job search behavior and labor mobility. [FEDRIP/NTIS] Cohort: Y.

991 MINCER, JACOB and JOVANOVIC, BOYAN. "Labor Mobility and Wages." In: *Studies in Labor Markets*, Sherwin Rosen, ed., Chicago: University of Chicago Press, 1981.

The authors explore the implications of human capital and search behavior for both the interpersonal and life cycle structure of interfirm labor mobility. The economic hypothesis which motivates the analysis is that individual differences in firm-specific complementarities and related skill acquisitions produce differences in mobility behavior and in the relation between job tenure, wages, and mobility. Cohort: B M.

992 MINCER, JACOB and LEIGHTON, LINDA S. "Turnover and Unemployment." In: *The Youth Labor Market Problem*, R.B. Freeman, et al., eds., Chicago: University of Chicago Press, 1982. Cohort: B.

993 MINCER, JACOB and OFEK, HAIM. "The Distribution of Lifetime Labor Force Participation of Married Women: Comment." *Journal of Political Economy* 87 (February 1979):197-201.

Two important corollaries of our finding are: (1) in the analysis of long-term (cohort or "lifetime") labor supply of married women corner phenomena are negligible; and (2) even though their current participation rate is 100 percent, married women observed working in a given survey cannot be viewed as permanent labor force participants in the same way as other groups (say adult men) whose average participation rate in the survey is close to 100 percent. Variation in length of previous work experience among currently working married women is quite large. This variation among married women is an important factor in their wage dispersion, and the shorter average work experience is a factor in producing an average wage which is less than the average wage of men or of single women. Cohort: W.

994 MINCER, JACOB and OFEK, HAIM. "Interrupted Work Careers: Depreciation and Restoration of Human Capital." *Journal of Human Resources* 17 (Winter 1982):3-24.

The quantitative effects and even the existence of a "human capital depreciation" phenomenon have been a subject of controversy in the recent literature. Prior work, however, was largely cross-sectional and the longitudinal dimension, if any, was retrospective. Using longitudinal panel data (on married women in the NLS of Mature Women), we have now established that real wages at reentry are, indeed, lower than at the point of labor force withdrawal; and the decline in wages is greater, the longer the interruption. Another striking finding is a relatively rapid growth in wages after the return to work. This rapid growth appears to reflect the restoration (or "repair") of previously eroded human capital. The phenomenon of "depreciation" and "restoration" is also visible in data for immigrants to the United States. However, while immigrants eventually catch up with and often surpass natives, returnees from the non-market do not fully restore their earnings potential. Cohort: W.

995 MINCER, JACOB and POLACHEK, SOLOMON W. "Family Investments in Human Capital: Earnings of Women." *Journal of Political Economy* 82,2 (March/April 1974):S76-S108.

Our data on work histories show some interesting trends which suggest a prospective narrowing of the wage differential. Women aged 40-44 who had their first child in the late 1940s stayed out of the labor force about 5 years longer than women aged 30-34 whose first child was born in the late 1950s. Family size is about the same for both groups, but higher for the middle group (35-39) whose fertility marked the peak of the baby boom. Still, the home-time interval in that group is shorter (by about 2 years) than in the older group and longer in the younger. Thus, the trend in labor-force participation of young mothers was persistent. By the time the 30-34-year-old women get to be 40-44 (i. e. , in 1977), they will have had 4 years of work experience more than the older cohort, and their wage rates will rise by 6 percent on account of lesser depreciation and by another 2-4 percent due to longer work experience. Thus, the total observed wage gap between men and women aged 40-44 should narrow by about one-fifth, while the gap due to work experience should be reduced by one-quarter. Cohort: W.

996 MINCER, JACOB and POLACHEK, SOLOMON W. "Women's Earnings Reexamined." *Journal of Human Resources* 13 (Winter 1978):118-34.

Sandell and Saunders find three blemishes in our earlier study: (1) that some of the original data made available to us by the Center for Human Resource Research (their own organization) is incorrect; (2) that we misinterpret the coefficients of our own model; and (3) that their treatment of the simultaneity problem is preferable to ours and yields somewhat different coefficients. We respond to these points in order. In discussing data errors and replications under point (1), we extend the evidence to related work by others and introduce new and more direct evidence from the NLS of Mature Women 1967-1971 panel. Points (2) and (3) are restricted to the methodological and conceptual issues raised about our treatment of the 1967 sample. Cohort: W.

997 MOFFITT, ROBERT. "The Estimation of Fertility Equations on Panel Data." *Journal of Human Resources* 19 (1984): 22-34.

Several econometric issues in the estimation of fertility equations with panel data are addressed in this paper. The most interesting is the truncation of error term in a number-of-children equation arising from the fact that the number of children cannot fall over time. It is shown that this generates a "ratchet" mechanism under which the probability of having a child drops suddenly following a birth and then gradually rises again until another birth occurs. Estimates are provided with data from National Longitudinal Surveys Young Women's cohort. Cohort: G.

998 MOFFITT, ROBERT. "The Estimation of a Joint Wage-Hours Labor Supply Model." *Journal of Labor Economics* 2,4 (1984):550-566.

In this paper the standard cross-sectional static model of labor supply is modified to make the wage endogenous, and a joint wage-hours model is estimated. The econometric technique addresses the nonlinearity of the budget constraint by approximating the constraint by a series of discrete points. The results show that the budget constraint is indeed nonlinear, that hours affect the wage quadratically, that true wage elasticities are lower as a result, and that the model fits the hours distribution much better than the standard Tobit model. Cohort: W.

999 MOFFITT, ROBERT. "Profiles of Fertility, Labour Supply, and Wages of Married Women: A Complete Life-Cycle Model." *Review of Economic Studies* 60 (1984): 263-278.

A complete model of female labor supply and fertility choice is constructed and estimated in this paper. The model is more complete than previous models in several respects. Labor supply and fertility are modeled as completely joint, simultaneous choices; both are modeled as sequential, life-cycle decisions, and the life-cycle path of wages is introduced explicitly, showing that time spent out of the labor market results in foregone present and future earning power. Labor supply and fertility profiles are shown to shift in response to shifts in the profile of wages. Econometrically, a full-information maximum-likelihood procedure is used which accounts for the selectivity problems present when wages are available only in periods in which a woman works, for the endogeneity of past work experience in the wage-generating function, and for simultaneous-equations bias. Cohort: W.

1000 MONK - TURNER, ELIZABETH. "Economic Returns to Community and Four-Year College Education." *Sociological Quarterly* (Forthcoming).

Using data from the Young Men and Young Women cohorts, differences in earning ability among college entrants are analyzed by type of first college entered, sex, and race for young people ten years after their high school graduation. Type of first college entered is a significant variable in understanding differences in earning ability for college entrants with ability, socioeconomic background and college goal constant. The rate of return for each additional year of education for four-year college entrants is 7.9%; for community college entrants, 5.4%. The author argues that community college education and four-year college education cannot properly be treated as homogeneous and that researchers analyzing economic returns to education need to take into account both kind of first college entered as well as the number of years of education acquired. Cohort: B G.

1001 MONK - TURNER, ELIZABETH. "Education, Occupation, and Income: The Effects of Attending a Community College on the Labor Market Outcomes of Young Men and Women." Ph.D. Dissertation, Brandeis University, 1982.

Research using data from the NLS of Young Men and Women to determine how the differentiation of higher education into sectors affects current socioeconomic status focuses on the ramifications of community college education. Socioeconomic returns to level and kind of education are analyzed using insights offered by human capital theory. An argument is made, however, that the significance of type of educational experience can only be adequately analyzed within a framework that allows for notions of power and conflict. Previous studies analyzing correlations between educational level and labor market outcomes virtually ignore the effects of community college attendance. Most studies focus on the value of a four-year B. A. degree, compared to a high school diploma. When fewer than four years of college are mentioned, all people with 1-3 years of college are lumped together regardless of whether they received a two- year degree or dropped out of a community or a four-year college. Cohort: B G.

1002 MONK - TURNER, ELIZABETH. "Educational Differentiation and Status Attainments: The Community College Controversy." *Sociological Focus* 21 (April 1988): 141-151.

This paper presents an examination of how community college attendance shapes adult socioeconomic attainment in the United States, from the perspective of human capital theory, using data on 2 youth cohorts of a national longitudinal survey regarding labor market experiences (SIGMA number of cases = 2,125). Type of college first entered is a significant variable influencing earning ability and occupational status even when holding constant variation in ability, socioeconomic background, and college goal. The rate of return to each additional year of education for 4-year college entrants is 7.9%; for community college students, 5.4%. The average status of 4-year college entrants' jobs is significantly higher than those of community college entrants. It is concluded that community college entrance entails a wage and occupational penalty early in the life cycle that outweighs the opportunity cost of first entering a 4-year college. [Sociological Abstracts, Inc.] Cohort: B G.

1003 MONK - TURNER, ELIZABETH. "Effects of High School Delinquency on Educational Attainment and Adult Occupational Status." *Sociological Perspectives* (Forthcoming).

This paper analyzes the impact of high school delinquency on adult occupational status. Using data from the NLS of Young Men, it was found that high school delinquency negatively affects educational attainment. However, when controlling for years of schooling attained and other background variables, high school delinquency does not significantly shape adult occupational status. If high school delinquents are able to obtain as much schooling as others, their past delinquency does not exert a negative independent effect on occupational achievement. Cohort: B.

1004 MONK - TURNER, ELIZABETH. "Sex, Educational Differentiation, and Occupational Status: Analyzing Occupational Differences for Community and Four-Year College Entrants." *The Sociological Quarterly* 24,3 (Summer 1983): 393-404.

This study analyzes the way in which differentiation of higher education into sectors affects current occupational status in a homogeneous age population. Using data from the NLS of Young Men and Young Women, the sample consists of 1,494 young men & 631 young women ten years after high school graduation. Past studies analyzing the correlation between educational level and occupational status virtually ignore the effects of community college attendance. It is shown here that not only type of college first entered but sex are significant variables in analyzing differences in occupational status, even when holding constant variations in ability, socioeconomic background, and college goal. The average status of four-year college entrants' jobs is almost 12 points higher on the Duncan scale than that of community college entrants'. The latter suffer a comparative occupational penalty compared to four year college entrants controlling for years of education. Cohort: B G.

1005 MONK - TURNER, ELIZABETH. "Type of First College Entered and Occupational Achievements Among Young Men: Differences by Race." *American Sociological Review* (Forthcoming).

This study examines occupational effects of community college attendance for a cross-section of young men from the Young Men's cohort of the NLS. Data show that type of first college entered shapes adult occupational status even when controlling for years of education acquired, IQ, whether or not the B.A. degree was achieved, and other relevant background variables. Community college students are generally perceived as less motivated, talented, educable, and from a poorer socioeconomic class background than four-year college entrants. Utilizing a simple human capital model, the author analyzes how the return to each additional year of school and completion of the B.A. degree differ between community and four-year college entrants. Compared to four-year college entrance, community college entrance depreciates the value of a year of education and inflates the importance of obtaining the B.A. degree. Community college entrance entails more of an occupational penalty for blacks than for whites. The occupational status of black four-year college entrants' jobs is 18 points higher on the Duncan scale than black community college entrants. Cohort: B.

1006 MONK - TURNER, ELIZABETH. "Wage Differences Between Community College and Four-Year College Entrants." *Free Inquiry* (November 1986).

1007 MOON, MARILYN. "The Role of the Family in the Economic Well-being of the Elderly." *Gerontologist* 23,1 (February 1983): 45-50.

An overview of the size and importance of private transfers of resources among relatives, based on information from the National Longitudinal Survey of Older Men and the Michigan Panel Survey of Income Dynamics, is provided, and the likely tradeoffs between public and private transfers are estimated. The results of the overview illustrate the direct effect of private transfers on economic well-being. Families of all income levels and of all ages participate, albeit in different ways, in intrafamily transfers. The logit analysis of the determinants of family resource sharing suggest further the impact of age, income, and welfare recipiency. The impact of tradeoffs between public and private transfers depend on the income elasticity of private transfers and the characteristics of families participating in resource sharing. Public policy targeted at raising the incomes of a particular age group may be hampered by offsetting private transfers. [AgeLine] Cohort: M.

1008 MOORE, DAVID E. and HAYWARD, MARK D. "Mortality Among a Cohort of Older Men." Presented: New Orleans, Meetings of the Population Association of America, 1988.

This paper presents findings from an analysis of occupational differentials in mortality among a cohort of older men ages 55 years and older in the United States for the period 1966-1983. The dynamics which characterize socioeconomic differentials in mortality are analyzed by tracking the changes in status that occur throughout the mature worker's occupational career. We find that the mortality of current or last occupation differs from that of the longest occupation, controlling for education, income, health status, and other factors. These differences are consistent with the notion that individuals in physically demanding or debilitating occupations attempt to avoid the health risks associated with these jobs by changing occupations. Cohort: M.

1009 MOORE, KRISTIN A. "School Progress of Young Mothers and Child Development." (In-progress Research).

Maternal education has been found to be an important predictor of children's cognitive development. Teenage childbearing and maternal education have also been found to be strongly associated; but studies have not resolved whether or when and why the effects of early childbearing on maternal education are transmitted to reduce the cognitive development of children born to adolescent parents. One of the reasons has been the lack of detailed and appropriate data. The existence of the NLSY and the Child Supplement provides an opportunity to address these important issues. A large, nationally representative sample of youth aged 14-21 in 1979 has been interviewed annually through the present. In 1986, the children born to females in the sample were assessed with a number of well-validated measures of cognitive, health, behavioral, and emotional functioning, and additional information about the family environment was obtained. This proposal outlines an effort to use these data to build on previous research which has explored the impact of maternal and family characteristics on child outcomes. In this recent study, completed by the proposed principal investigator, children whose mothers were behind grade and/or who had dropped out of school prior to their first pregnancy were found to score particularly low on measures of cognitive ability. On the other hand, maternal school attainment alone was found to predict the child's school progress and adjustment. The proposed project would replicate these associations with more recent and detailed data; contrast competing hypotheses regarding the reason maternal education affects child outcomes; and explore the processes by which such effects are transmitted. Hypotheses to explain an effect of maternal dropout on the child's cognitive development include differences in ability, motivation, family background and role preferences. Analyses would employ cross tabulation, regression, and path analytic procedures. [NTIS/FEDRIP] Cohort: C.

1010 MOORE, KRISTIN A.; CALDWELL, STEVEN B.; HOFFERTH, SANDRA L.; WAITE, LINDA J. "The Consequences of Early Childbearing: An Analysis of Selected Parental Outcomes Using Results from the National Longitudinal Survey of Young Women (Parnes)." Working Paper 0999-01, The Urban Institute, 1977.

Strong differences have been documented between early and late childbearers in education and family size which appear to have enduring consequences for household income and family wellbeing. Young women who bore their first child while 15 or younger completed about 1.9 fewer years of school by age 24 than did their peers who delayed motherhood until 18, and 2.8 fewer years than those waiting until at least age 24 to have their first child. Women having a first birth at age 15 or less had 1.3 more children by age 24 than women having a first birth at ages 21 to 23; women having a first birth at 16 or 17 had 1.0 more children; while women with a first birth at age 18 had 0.6 more children. The relative sizes of these consequences at ages 24 and 27 were estimated using a path analytic model. In a separate analysis of the same data set, the probability of such critical life events as dropping out of school or the labor force in any year was found to be greater if a first birth occurs in that year and if the woman was married or marries in that year. The evidence suggests that early childbearers will not catch up with later childbearers by returning to school; however, their labor force participation does eventually equal that of later childbearers. These results were obtained in a multivariate model in which factors such as region of residence, familial socio-economic background, race, and cohort were controlled. Cohort: G.

1011 MOORE, KRISTIN A. and HOFFERTH, SANDRA L. "The Consequences of Age at First Childbirth: Family Size." Final Report, National Institute of Child Health and Human Development, 1978.

The impact of a woman's age at the birth of her first child on family size was assessed using two national longitudinal data sets. Analyses are based on annual interviews conducted between 1968 and 1972 with the Young Women's cohort of the NLS. Information on women age 22 to 52 in 1976, both wives and female heads, was obtained from Panel Study of Income Dynamics (PSID) interviews, which were conducted between 1968 and 1976. Analyses on both data sets provide strong support for an association between an early first birth and higher subsequent fertility. Among PSID women aged 35 to 52, mothers whose first child was born when they were 17 or younger bore an average of more than five children each, approximately three children more per mother compared to women who delayed their first birth to age 24 or later. Age at first birth is found to have a far greater impact on fertility than age at first marriage. Cohort: G.

1012 MOORE, KRISTIN A. and HOFFERTH, SANDRA L. "The Consequences of Age at First Childbirth: Female Headed Families and Welfare Recipiency." Final Report, National Institute of Child Health and Human Development, 1978.

The impact of a woman's age at the birth of her first child on female-headed families and welfare recipiency was assessed using two national longitudinal data sets. Analyses are based on annual interviews conducted between 1968 and 1972 with the Young Women's cohort of the NLS. Information on women aged 22 to 52 in 1976, both wives and female heads, was obtained from the Panel Study of Income Dynamics (PSID) interviews, which were conducted between 1968 and 1976. Teenage childbearing per se does not appear to be related to subsequent female headship, although a premarital first birth and a teenage marriage do predict to later being a female household head. The strong association between early childbearing and receipt of welfare disappears when controls for education, family size, labor force participation, age at marriage and race are included. Cohort: G.

1013 MOORE, KRISTIN A. and HOFFERTH, SANDRA L. "The Consequences of Age at First Childbirth: Final Research Summary." Final Report, National Institute of Child Health and Human Development, 1978.

The impact of a woman's age at the birth of her first child on her subsequent social and economic status was assessed using two national longitudinal data sets. Analyses are based on annual interviews conducted between 1968 and 1972 with the Young Women's cohort of the NLS. Information on women aged 22 to 52 in 1976, both wives and female heads was obtained from the Panel Study of Income Dynamics (PSID) interviews, which were conducted between 1968 and 1976. Analyses indicate that an early first birth reduces the amount of schooling a young woman is able to complete, even net of family background, motivation, and age at marriage, particularly among white and high school age mothers. Teenage mothers also have substantially larger families, net of controls. An early birth does not increase marital dissolution, except indirectly by precipitating teenage marriages. The variables in turn affect earnings, income and the probability of poverty. Cohort: G.

1014 MOORE, KRISTIN A. and HOFFERTH, SANDRA L. "Factors Affecting Early Family Formation: A Path Model." *Population and Environment* 3,1 (Spring 1980): 73-98.

This study uses a path model to examine the factors that determine age at initiation of childbearing. Family orientation was found to have a significant effect on the age at which a woman begins a family. Age at first marriage, educational attainment, and age at family formation are strongly interdependent; however, the process seems to vary by race. Cohort: G.

1015 MOORE, KRISTIN A.; HOFFERTH, SANDRA L.; CALDWELL, STEVEN B.; WAITE, LINDA J. "Teenage Motherhood: Social and Economic Consequences." Paper URI 243000, The Urban Institute, 1979.

This report focuses on the effects of early childbearing on the later social and economic status of the mother and her family; specifically, on education, family size, marriage and marital instability, participation in the labor force and earnings, welfare receipt, and poverty. Each of these outcomes has been studied separately. In addition, the interrelationships between these outcomes have been studied within causal models. These models explore the indirect as well as the direct effects of a woman's age at first childbirth. Cohort: G.

1016 MOORE, KRISTIN A.; NORD, CHRISTINE W.; PETERSON, JAMES L. "Nonvoluntary Sexual Activity Among Adolescents." *Family Planning Perspectives* 21,3 (May/June 1989): 110-114. Cohort: Y.

1017 MOORE, KRISTIN A.; WAITE, LINDA J.; CALDWELL, STEVEN B.; HOFFERTH, SANDRA L. "The Consequences of Age at First Childbirth: Educational Attainment." Final Report, National Institute of Child Health and Human Development, 1978.

The impact of a woman's age at the birth of her first child on the amount of schooling she completes was assessed using two national, longitudinal data sets. National Longitudinal Survey (NLS) analyses are based on annual interviews conducted between 1968 and 1972 with young women aged 14 to 24 in 1968. Information on women aged 22 to 52 in 1976, both wives and female heads, was obtained from the Panel Study of Income Dynamics (PSID) interviews, which were conducted between 1968 and 1976. Results from analyses on both data sets indicate that early childbearing is associated with significant educational losses, even when the impact of family background, educational goals, and age at marriage are statistically controlled. There is some evidence that older women catch up slightly; but in no instance did even half of the women who became mothers at 17 or younger manage to complete high school. Losses appear to be particularly great for white teenage mothers and for young women who marry as teenagers. Cohort: G.

1018 MOORE, KRISTIN A.; WAITE, LINDA J.; HOFFERTH, SANDRA L.; CALDWELL, STEVEN B. "The Consequences of Age at First Childbirth: Marriage, Separation and Divorce." Final Report, National Institute of Child Health and Human Development, 1978.

The impact of a woman's age at the birth of her first child on marriage, separation and divorce was assessed using two national longitudinal data sets. Analyses are based on annual interviews conducted between 1968 and 1972 with the Young Women's cohort of the NLS. Information on women aged 22 to 52 in 1976, both wives and female heads, was obtained from the Panel Study of Income Dynamics (PSID) interviews, which were conducted between 1968 and 1976. A link between early pregnancy and early marriage was confirmed. An issue of greater debate-the associations among early childbearing, early marriage, and subsequent marital dissolution, was explored in varied ways. Analyses indicate that early marriage, rather than an early birth, increases the probability of subsequent marital break-up. Early childbearing does contribute to marital break-up indirectly, however, since pregnancy is a factor that precipitates many teenage marriages. Cohort: G.

1019 MOORE, KRISTIN A. and WAITE, LINDA J. "Early Childbearing and Educational Attainment." *Family Planning Perspectives* 9 (September/October 1977):220-25.

These data show that early childbearing is strongly associated with a lower level of educational attainment, especially among young women attending school at the time of the birth of the first child, even when other factors known to affect educational attainment are taken into account. The negative impact of early childbearing on a woman's educational attainment is probably due to the difficulty and cost of arranging child care and running a household (if the woman heads her own household or is married), to the necessity of earning a living, and, not least, to the pressures she may encounter from family and friends to devote herself to child care. There is no evidence that the young mother is ever able to catch up educationally with her childless peers. In fact, quite the opposite occurs; teenage mothers are unable to catch up and fall further behind their former classmates who have postponed parenthood. Cohort: G.

1020 MOORE, KRISTIN A. and WAITE, LINDA J. "Marital Dissolution, Early Motherhood and Early Marriage." *Social Forces* 60 (September 1981):20-40.

The age at which a young woman marries appears to be related strongly to the probability that the marriage remains intact: older couples tend to make more stable pairings than those who wed while quite young. But youthful marriages are often accompanied by youthful childbearing. The effects of the age at which the woman first wed and the age at which she bore her first child on the likelihood that the marriage dissolved during this period were assessed, net of each other and of the characteristics and circumstances of the woman. We found that, among young wives, teenage parenthood did not appear to increase the risk of divorce or separation, whereas teenage marriage significantly raised the probability of disruption. When the analysis was performed separately by race, this pattern held among white wives; however, for black wives, a first birth before the age of 20 was found to increase instability more than a first marriage before that age. The finding that age at first marriage but not age at first birth is significantly related to the probability of marital dissolution appears robust in the total sample: among subsamples of wives all married at about the same age, the age at which they had their first birth did not influence stability of marriages. Cohort: G.

1021 MOORE, SYLVIA F. "The Short-Term Effects of Marital Disruption on the Labor Supply Behavior of Young Women." Ph.D. Dissertation, The Ohio State University, 1978. Also Special Report, Center for Human Resource Research, The Ohio State University, 1978.

This article examines the effect of marital instability on the economic status and the labor market activity of young women. Young women with children have a significantly higher risk of marital disruption and, as a result, the probability that total family income will fall below poverty is greatly increased. In addition, a positive relationship exists between the hours spent in employment and the level of the expected market wage. Likewise, the higher the educational attainment, the greater the ability for the woman to increase labor force participation. Cohort: G.

1022 MOORE, WILLIAM J.; PEARCE, DOUGLAS D.; WILSON, R. MARK. "The Regulation of Occupations and the Earnings of Women." *Journal of Human Resources* 16 (Summer 1981):366-83.

In this study, the authors use a human capital model to examine the effects of occupational licensing and occupational certification on the wage rates of individual women. Results indicate that certified women earn about 20% more per hour after controlling for the following: personal characteristics, regional location, human capital factors, and occupational category. In addition, evidence did not reveal a statistically significant premium. Cohort: W.

1023 MORASH, MERRY and RUCKER, LILA. "An Exploratory Study of the Connection of Mother's Age at Childbearing to Her Children's Delinquency in Four Data Sets." *Crime and Delinquency* 35, 1 (January 1989): 45-93.

This paper examines the relationship between early child bearing and delinquent outcomes for the child. Using data from the London Longitudinal Survey, the Philadelphia Cohort Study, the NLSY, and the National Survey of Children, it was found that: (1) although there is a relationship between mother's age at first child's birth and delinquency, it is conditioned by the presence of a father or stepfather; and (2) the connection between mother's age and father's presence while not strong was persistent across both U.S. and British samples and across racial/ethnic group samples. Policy implications are discussed. Cohort: Y.

1024 MORGAN, LESLIE A. "Economic Change at Mid-Life Widowhood: A Longitudinal Analysis." *Journal of Marriage and the Family* 43 (November 1981):899-907.

Widowhood has been found to have a negative association with the financial well-being of women in cross-sectional studies. In this study cross-sectional and longitudinal analyses are compared in a national sample of mature women widowed in mid-life. Results of the cross-sectional analysis replicate previous findings, but longitudinal comparisons fail to demonstrate a significant decline in income or financial well-being upon the death of spouses. The data also show the anticipated shift toward major reliance on earnings of the widow and Social Security benefits. Longitudinal findings suggest that many sample members were already poor prior to widowhood; consequently, widowhood is not the major cause of poverty in this group. Cohort: W.

1025 MORGAN, LESLIE A. "Economic Well-Being Following Marital Termination: A Comparison of Widowed and Divorced Women." *Journal of Family Issues* 10,1 (1989): 86-101.

Separate studies of divorced and widowed women show increased odds of becoming poor following the termination of marriage. Both cross-sectional and longitudinal data suggest that the end of marriage is correlated with higher poverty rates. Less is known, however, about factors which influence economic well-being over time, and whether these factors are similar across the two types of marital transition. This analysis uses data from the NLS cohort of Mature Women (1967-1982) to examine the probability of becoming poor after widowhood or divorce among midlife women, and factors which influence economic well-being. Findings show that 40% of widows and over one quarter of divorced women fall into poverty for at least some time during the first five years after leaving marriage. The type of marital transition experienced by the women is not a significant factor in economic well-being, but both age and prior economic standing have positive effects. Cohort: W.

1026 MORGAN, LESLIE A. "Methodological Problems with Event Histories in Secondary Analysis of Longitudinal Data: The Case of Marital Transitions in the NLS." Presented: Chicago, IL., Annual Scientific Meeting of the Gerontological Society of America, 1986.

Secondary analyses of existing longitudinal data sets allow examination of important questions on transitions over the life course. Data are available in many studies on a variety of topics other than the study's original focus. This research examines the process and problems encountered in developing 15 year marital transition histories for the NLS Mature Women's cohort. Marital status and marital history were routinely collected as important control variables. Initial examination of current marital statuses over time revealed nearly 400 patterns of response among the 3832 women respondents. Among the problems encountered were: 1) the potential for undetected transitions between surveys; 2) nonnormative sequences of self- reported marital status; 3) illogical marital status sequences; 4) interruptions in participating/missing data; and 5) gaps in retrospective question design. Steps taken to address these problems and implications for secondary analysis of panel data are discussed. Cohort: W.

1027 MORGAN, LESLIE A. "Outcomes of Marital Separation: A Longitudinal Test of Predictors." *Journal of Marriage and the Family* 50 (May 1988): 493-498.

Studies of marital separation have often combined it with divorce or assumed that separation represents only a stepping stone to other marital statuses. This analysis examines three types of separation: those leading to divorce, those leading to reconciliation, and long-term unresolved separations. Demographic variables are used to predict which women, out of those reporting any period of separation during a 15-year longitudinal panel, move toward each outcome. Data from the NLS cohort of Mature Women from 1967-1982, analyzed with logit techniques, show important differences among these groups of separating women in education, income, and race. Cohort: W.

1028 MORGAN, LESLIE A. "Work in Widowhood: A Viable Option?" *The Gerontologist* 20,5 (October 1980):581-587.

Employment is often suggested as an important adaptive option for women who become widows. This paper evaluates the viability of working as an option for widows in mid-life. Findings from a panel of women show that relatively few widows enter the labor force, but this is due to the high percentage who are already working. Results suggest a probable overestimation of the usefulness of jobs as role replacements or income producers for widows, and an examination of other avenues of adaptation for future cohorts of widowed women. Cohort: W.

1029 MORGAN, WILLIAM R. "The Analysis of NLS Youth in Public and Private Schools: Response to Coleman and Hoffer." *Sociology of Education* 57,2 (April 1984):122-28.

Morgan responds to Coleman and Hoffer's critique of his analysis. Contrary to their claims, his analysis used weighted data from a fully representative sample of adequate size. Moreover, the model specification Coleman and Hoffer advocated was in fact estimated and reported in the article. Additional information on the NLSY is reported for the sake of educational researchers considering use of the data. Cohort: Y.

1030 MORGAN, WILLIAM R. "Learning and Student Life Quality of Public and Private School Youth." *Sociology of Education* 56 (October 1983):187-202.

Conclusions from the 1981 public-private schooling report of Coleman, Hoffer and Kilgore are mostly not supported using data from the NLSY. With the exception of a slight gain in verbal achievement for Hispanics in private schools, and a slight gain in vocational achievement for white students in public schools, the sectors do not differ in the amount of learning produced, once the appropriate background and curriculum controls are introduced. Attending Catholic school does slightly raise expected educational attainments. Consistent sector differences do appear in the rated quality of student life--instructional quality, discipline, safety, and peer relations are rated higher in private schools, while learning freedom and job counseling opportunities are rated higher in public schools. The discussion emphasizes the crucial difference between learning and quality of student life as criteria for making policy recommendations. Cohort: Y.

1031 MORGAN, WILLIAM R. "New Data Available from the National Longitudinal Surveys." Presented: Montreal, Annual Meetings of the American Educational Research Association, 1983.

This paper describes the content of the NLSY which is of special relevance to educational researchers. This includes the educational section of the annual interview schedule, the school questionnaire, the ASVAB test, and the school transcript data. A brief tabular description by age and educational attainment is presented. Cohort: Y.

1032 MORGAN, WILLIAM R. "Sibling Influences on the Career Plans of Male and Female Youth." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

Using as a starting point Olneck's 1977 finding that the adult earnings of brothers are more similar than their common origin status would lead us to expect, this report analyzes the effects of siblings on career aspirations. Data from 5715 respondents who form 2419 sibling groups of two, three or four are used to see how their self-reported career aspirations influenced each other from 1979 to 1982. The principal finding is that brothers, and brothers only, reinforce one another's occupational aspirations during the critical years of occupational identity formation when youth are beginning to make the transition to full-time employment. The apparent absence of a similar socialization mechanism between sisters may be one further hidden barrier to the career development of females. Cohort: Y.

1033 MORRISON, DONNA R. and LICHTER, DANIEL T. "Family Migration and Female Employment: The Problem of Underemployment among Migrant Married Women." *Journal of Marriage and the Family* 50 (February 1988): 161-172.

This article examines the effects of geographic mobility on changes in underemployment among married and single women. Data for the analysis are from the NLS of Young Women. Changes in various forms of underemployment for the 1968-73 and 1973-78 periods are measured with the Labor Utilization Framework of Clogg and Sullivan (1983). In general, the results reinforce findings from previous studies by showing that migration contributes to labor force nonparticipation and unemployment among married women. Migration also is linked to other forms of labor force hardship, including involuntary part-time employment and low pay. Contrary to expectations, migration also negatively affects employment adequacy among single women. The implications of these results for family decision-making models of migration are discussed. Cohort: G.

1034 MOTT, FRANK L. "Child Care Use During the First Year of Life: Linkages with Early Child Development." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1989.

This paper has two interrelated objectives. First, it highlights the advantages and disadvantages of using a large sample national data set such as the NLSY child data for research on the consequences of early child care. The disadvantages of the NLSY are primarily that it does not provide in-depth psycho-social information about child care arrangements or about a child's home environment. The advantages, however, are many; they include a large heterogeneous sample and a larger variety of critical explanatory variables and child development outcomes than are typically available. Second, the strengths of a large national data set, the NLSY, have been utilized to examine whether or not there are any apparent overt consequences of early-in-life child care for the early childhood cognitive, social and physiological development of children. The three child outcome measures utilized were the Memory for Location (MEMLOC), Motor and Social Development (MSD), and Peabody Picture Vocabulary Test assessments (PPVT). As a generalization, it may be concluded that, for the most part, after controlling for a full range of background factors which could be linked both with the child care inputs and the child outcomes, only limited overall associations are found between the various non-maternal child care arrangements and the MEMLOC and MSD child assessment outcomes. That is, non-maternal child care, as defined in this paper, seems to have only limited effect--either positive or negative--on subsequent early child development. However, early child care does seem to be linked with subsequent (at age three or four) performance on the PPVT. In particular, infant girls (without health problems) who receive early non-maternal care (whether nonrelative or non-home) subsequently score higher on the PPVT than infant girls who received only maternal care. None of these non-maternal care advantages accrue to young boys. While not identical in terms of patterning or statistical strength, somewhat similar gender differences appear for the MEMLOC assessment, an assessment which also has an important cognitive component. While not exactly a mirror image, evidence consistent with the above may also be extracted from some of the MSD equations. There is systematic evidence that boys with a health problem fare better on the MSD assessment if their first year care arrangements are limited to maternal care. Other relative care, nonrelative care, and in and out of home non-maternal care are associated with (statistically) lower scores on the MSD assessment in comparison with maternal care. None of these effects are evident for young girls. Cohort: Y.

1035 MOTT, FRANK L. "The Consequences of Paternal Absence from the Home for the Early Cognitive and Socio-emotional Development of Children." (In-progress Research).

This three year research grant funded by the NICHD will examine the effects of a father's absence from the home on the subsequent cognitive and socio-emotional development of young children. Using the NLSY mother and child data, the author will consider the independent importance of age at and duration since father's leaving on a variety of child outcomes. Consideration will be given to the mediating effects of factors such as early maternal employment, childcare, and the frequency and patterning of paternal visitation. Cohort: Y.

1036 MOTT, FRANK L. "Data on Mothers and Children from the National Longitudinal Survey of Youth Labor Market Experience." Columbus, OH: Center for Human Resource Research. The Ohio State University, 1987.

These tables are intended to provide potential NLSY data users with some general information about the NLSY data set as well as a variety of sample sizes delimiting various subsets of the NLSY mother and child populations as of the 1986 survey round. The statistics in this report are unweighted sample estimates which may help prospective researchers determine whether or not the sample is appropriate for meeting their research needs. The tabulations should not be viewed as being representative of any national population group. Cohort: Y.

1037 MOTT, FRANK L. "Early Fertility Behavior Among American Youth: Evidence from the 1982 NLS of Labor Force Behavior of Youth." Presented: Dallas, American Public Health Association, 1983.

This article, using data from the fourth interview round (1982) of the NLSY, investigates the fertility and fertility related characteristics of the sample. First births, contraception use, desire to have children, sexual activity and abortion likelihood are all investigated, along with their relationship to age, color, educational aspirations, parents' education, religion, self esteem, drug use, socioeconomic status, and career orientations. Cohort: Y.

1038 MOTT, FRANK L. *The Employment Revolution: Young American Women in the 1970's*. Cambridge, MA.: MIT Press, 1982.

Changing female work behavior has been intimately intertwined with changes in how both men and women view the roles of women in society. The authors provide insights into why women choose to work outside the home. Most prior empirical research has been rather narrowly focused on economic considerations, but motivations for women's work are much more complex. Chapter 1 considers the extent to which the changing employment profile of the young adult female population has been paralleled by a dramatic demographic transition. In chapter 2, records of brothers and sisters were matched to show how family background can work for or against educational and early career success. Chapter 3 more directly tests the link between a woman's family and work intentions and behaviors and how this link reflects her earlier experience. The need for including both economic and noneconomic orientations in evaluating women's work motivations is clarified more directly in chapter 4, which combines data from mother-daughter pairs. Chapter 5 continues earlier research that documented how relatively large proportions of women now retain close labor force ties at those life-cycle points when traditionally women left employment. Chapter 6 documents the effect changing attitudes have had on recent escalation in female work activity. Chapter 7 focuses on several different issues but emphasizes the invariance of many women's work activity in the face of other events, in this instance divorce and remarriage. Cohort: G.

1039 MOTT, FRANK L. "Evaluation of Fertility Data and Preliminary Analytical Results from the 1983 (Round 5) Survey of the National Longitudinal Surveys of Work Experience of Youth." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

In the present report, the evaluations carried out with respect to the 1983 NLSY data were selectively updated and a number of analyses focusing on specific substantive issues were presented. A major objective of these analyses, which focused on (1) early school leaving and fertility, (2) early parity progression, and (3) fertility expectations, was to clarify issues relating to the quality of those data and to convey to other researchers some of the unique aspects of this longitudinal data set. All of these analyses have been revised and are available in revised form from the CHRR. One other major focus of the data evaluation was to examine the quality of the abortion records by comparing the original abortion reports with results from a confidential abortion reporting scheme in the 1984 survey round. Cohort: Y.

1040 MOTT, FRANK L. "Fertility-Related Data in the 1982 National Longitudinal Survey of Work Experience of Youth: An Evaluation of Data Quality and Some Preliminary Analytical Results." Report, National Institute of Child Health and Human Development, 1983.

The quality of the fertility related data in the 1982 round of the NLSY is evaluated, and highlights of findings from these fertility data are summarized. The study specifies the potential magnitude of reporting errors, how these potential error levels are related to characteristics of the respondents, and the procedures used to clean up the fertility records. Differentials in period and cohort birth rates are also examined, as are sexual activity and contraception, birth wantedness, and pregnancy outcomes for selected respondent characteristics within cross tabular and multivariate frameworks. The multivariate results suggest the utility of a variety of background factors and more proximate respondent attitudes and behaviors for investigating a variety of adolescent and young adult fertility related attitudes and behavior. Cohort: Y.

1041 MOTT, FRANK L. "The Mature Women's Cohort: A Socioeconomic Overview." In: *Women's Changing Roles at Home and on the Job*. Spec Report 26, National Commission for Manpower Policy, 1978.

This study of young and mature women examines trends in labor force behavior and attitudes between 1967 and 1972. Included are separate racial analyses of fertility, labor force employment, income, earnings and work and family attitudes for the two NLS cohorts. The study concludes that there are major differences between black and white female labor force trends with black participation declining and white participation increasing in recent years. The black decline primarily reflects labor force withdrawal of less skilled and educated women. The black women withdrawing from the labor force do not have work attitudes significantly more negative than their black and white working counterparts. Cohort: G W.

1042 MOTT, FRANK L. "The Pace of Repeated Childbearing among Young American Mothers." *Family Planning Perspectives* 18,1 (January/February 1986): 5-12.

Women who give birth at ages 16 and younger are more likely to bear a second child within the next two years (26 percent) than are women who have their first child at ages 17-18 (20 percent) or at ages 19-22 (22 percent). However, there are important racial and ethnic differences in the likelihood of rapid repeated childbearing. Among whites, age at first birth has little effect on the proportions who have a second birth quickly; but among blacks, it has a significant inverse effect, with younger women more likely than older women to have a second child quickly. At nearly all ages at first birth, Hispanic mothers are more likely than either whites or blacks to have a second birth soon after the first. While the youngest black mothers (those 16 and under) are more likely than the youngest whites to have a rapid second birth, the oldest white mothers (those 19-22) are more likely than the oldest blacks. Socioeconomic background (represented by levels of parental education), marital status at first birth and wantedness of the first birth also affect the pace of repeated childbearing. Compared with young mothers whose own mothers are high school graduates, those whose mothers are dropouts are more likely to have a second child within two years. Teenage mothers who are married at their first birth appear somewhat more likely than their unmarried counterparts to bear another child quickly; and mothers who wanted their first child at the time of conception are generally more likely to do so than are mothers whose first births were unwanted. Multivariate analysis is used to determine whether age at first birth independently affects the probability of a rapid second birth once the effect of parental education, marital status, wantedness of the first birth and other variables are controlled for. The analysis shows that age at first birth exerts a significant independent effect on the pattern of repeated childbearing among all women, and that major racial and ethnic variations remain in that pattern. Cohort: Y.

1043 MOTT, FRANK L. "The Patterning of Female Teenage Sexual Behavior and Attitudes." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1984.

This paper uses data from the 1979 through 1982 rounds of the NLSY to examine the relevance of early background and more proximate factors as determinants of a range of fertility related outcomes for a nationally representative sample of young American women between the ages of 17 and 20 in 1982. The principal objective was to determine whether or not the patterning of these fertility-related outcomes (which include sexual activity, contraception, early pregnancy or childbirth, abortion, wantedness of first birth or pregnancy) fell into any coherent framework. The results are strongly consistent with the notion that generalizable anti-natalist behavior patterns can be related to seemingly disparate social and psychological origins. More traditional background orientation such as religiousity and stable family background are associated with early anti-natalist tendencies as are less traditional orientations such as striving for post-graduate education or viewing non-home roles for women as desirable. However, the mechanisms whereby lower fertility is achieved varies between young women who have these different orientations. Cohort: Y.

1044 MOTT, FRANK L. "Racial Differences in Female Labor Force Participation: Trends and Implications for the Future." *Urban and Social Change Review* 11 (1978):21-27. Also in: *Working Women & Families*, K. Feinstein, ed., Beverly Hills, Sage Publications, 1979.

The author examines certain aspects of racial convergence in labor force behavior and projects implications for the future. The labor force participation of white women has increased significantly, particularly for women of childbearing age. However, black women demonstrate a declining pattern of participation (except young married blacks). Most blacks who drop out of the labor force are those who have limited education and earn relatively low wages. It is probable that the labor force participation of white and black women will approach equality in the future as their education becomes similar and the participation of white women continues to increase. Cohort: G W.

1045 MOTT, FRANK L. "Selected Mother and Child Tabulations from the 1984 Survey of the NLS Youth Cohort." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1986.

These tabulations, based on the 1984 NLSY, provide potential data users with sample sizes and some basic statistics relating to the fertility experience and fertility profiles of the young women in the sample. Comparisons are made with Current Population Survey results. Cohort: Y.

1046 MOTT, FRANK L. "The Socioeconomic Status of Households Headed by Women: Results from the National Longitudinal Surveys." R & D Monograph 72, U.S. Department of Labor, 1979.

This monograph provides in depth black-white comparisons of the socioeconomic status of households headed by women. Findings show that marital disruption is an economic disaster to many women. On average, family income is reduced substantially during the transition year when divorce, separation, or death of a husband occurs. In addition, results indicate that black female heads of households are more severely disadvantaged in the labor market than are whites. Cohort: G W.

1047 MOTT, FRANK L. "A View from the Cradle: Household and Parental Characteristics and Behaviors from the Perspective of Young Children." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1986.

This report uses data from the 1984 (sixth wave) survey of the NLSY to describe the household structure and parental characteristics of about 4,400 children born to a national cross-section of American mothers 19 to 27 years of age. About 80 percent of these children were under the age of six and most of the rest were between ages six and nine. These children are representative of the first thirty percent of all children born to a typical contemporary cohort of American women entering the childbearing years. The children in this survey include about the first twenty-five percent of children born to white women, the first forty percent to Hispanic women, and the first fifty percent to black women. The home environment of the older children, those of school age, is typical of the home environment of younger elementary school age children who were born to adolescent mothers. The home environment of those below school age may be considered as representative of the homes of a normal cross-section of children, mostly born to women between the ages of 18 and 25. This study profiles the home situation of a national cross-section of children and, as the study details, suggests results considerably different from those which are typically presented using cross-sectional data for adult respondents. It focuses on the 95 percent of all children who are living with their mother. Cohort: Y.

1048 MOTT, FRANK L. "Welfare Incidence and Welfare Dependency Among American Women: A Longitudinal Examination." Presented: Detroit, American Sociological Association, 1983.

This research uses data from the NLS of Young Women, 1968-1980, to measure the incidence and intensity of welfare attachment. In addition to examining the propensity of young women and their families to repeatedly receive welfare, both within and across generations, the research examines variations in short and longer term welfare receipt by race, family status and socioeconomic background. The results indicate that while relatively large proportions of women require welfare assistance at some time, a relatively small proportion of women account for a large part of the welfare case load. Family and employment considerations both are important predictors of longer term welfare attachment for both black and white women. Consistent with evidence from other research, the results suggest that the probability of subsequently leaving the welfare rolls declines sharply as duration of time on the rolls increases. Also, there is only limited support for the notion that a propensity to be on welfare is transmitted across generations. Finally, the results indicate that the greater propensity for black women to receive welfare reflects for the most part differences in family and socioeconomic characteristics between the races. There is no support for the thesis that black families are more likely to repeatedly receive welfare after controlling for socioeconomic and demographic differences. Cohort: G.

1049 MOTT, FRANK L. *Women, Work, and Family: Dimensions of Change in American Society.* Lexington, MA: Lexington Books, 1978.

Chapter 1, Introduction and Overview, Frank L. Mott; Chapter 2, Young Women's Decisions to Attend College: Desires, Expectations, and Realizations, Steven H. Sandell; Chapter 3, Pregnancy, Motherhood, and Work Activity, Frank L. Mott and David Shapiro; Chapter 4, Sex Segregation in the Labor Market: An Analysis of Young College Women's Occupational Preferences, Patricia K. Brito and Carol L. Jusenius; Chapter 5, Work Attachment, Investments in Human Capital, and the Earnings of Young Women, David Shapiro and Timothy J. Carr; Chapter 6, The Migration of Young Families: An Economic Perspective, Steven H. Sandell and Peter J. Koenig; Chapter 7, The Causes and Consequences of Marital Breakdown, Frank L. Mott and Sylvia F. Moore; Chapter 8, Highlights of the Volume and Some Policy Implications, Frank L. Mott. See abstract for Mott, Years for Decision, Volume 4 (1978); R&D Monograph 24. Washington: U.S. Government Printing Office, 1978. Cohort: G.

1050 MOTT, FRANK L. "Years for Decision, Volume 4." R&D Monograph 24, Volume 4, Washington: U.S. Government Printing Office, 1978. Published as: *Women, Work, & Family.* Lexington, MA: Lexington Books, 1978.

This monograph describes the changes both in the attitudes of women toward working outside the home and in their actual participation in the work force. It is based on a five-year longitudinal study of more than 5, 000 women aged 14 to 24 when first interviewed. Based on a comprehensive set of data obtained through personal interviews with a national sample of young women over the period 1968 to 1973, these studies focus either on aspects of the labor market experience of the current generation of young women or on facets of their lives that have substantial relationships to their labor market activity. Included are: preparation for the world of work-college attendance; labor force dynamics associated with withdrawal from and reentry into the labor force due to childbirth; the characteristics of young women that are associated with the choice of an "atypical," or "male" occupation; whether investment in on-the-job training is related to an expectation of long-term attachment to the labor force; some of the causes as well as the consequences of migration for the economic welfare of young women and their families; some of the determinants of marital disruption, and also the short- run economic consequences for women and children. Cohort: G.

1051 MOTT, FRANK L. "Years for Decision, Volume 5." Washington: National Technical Information Service, 1981.

This report uses data from the NLS of Young Women to examine trends and determinants of employment between 1968 and 1978 for women who were 14 to 24 years of age in 1968. The study highlights the importance of non-economic factors as motivators of employment for young women and the relative independence of work and fertility for young women now reaching adulthood. The study also contrasts the educational progression paths of young men and women, documents the association between divorce, remarriage and economic wellbeing for young women, and describes recent trends in their marital, childbearing, schooling and employment patterns and the association between those phenomena. This volume has been published by MIT Press entitled *The Employment Revolution: Young American Women of the 1970s*, Frank L. Mott, ed. Cohort: G.

1052 MOTT, FRANK L.; BAKER, PAULA; HAURIN, R. JEAN; MARSIGLIO, WILLIAM. "Fertility Related Data in the 1982 National Longitudinal Survey of Work Experience of Youth: An Evaluation of Data Quality and Preliminary Analytical Results." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

This report evaluates the quality of the fertility-related data in the 1982 round of the NLSY and summarizes highlights of findings from these fertility data. The evaluation indicates that the overall quality of the female live birth information is equivalent to that of the Current Population Survey, that the abortion data is significantly under-reported, and that the other fertility-related information appears equivalent in quality to that of other available data. The quality of the male birth records are inferior to those of the female respondents and should be used with greater care by fertility researchers using this data set. The report specifies the potential magnitude of reporting errors, how these potential error levels are related to characteristics of the respondents, and the procedures used to clean up the fertility records. The analytical sections of the report examine differentials in period and cohort birth rates, sexual activity and contraception, birth wantedness, and pregnancy outcomes for selected respondent characteristics within cross-tabular and multivariate frameworks. Characteristics considered include race and ethnicity, religion, education, and various aspects of family stability, social class, and geographic residence. The multivariate results suggest the utility of a variety of background factors and more proximate respondent attitudes and behaviors for investigating a variety of adolescent and young adult fertility-related attitudes and behavior. Cohort: Y.

1053 MOTT, FRANK L. and HAURIN, R. JEAN. "Being an Only Child: Effects on Educational Progression and Career Orientation." *Journal of Family Issues* 3 (December 1982):575-93.

This study uses data from the Young Men's and Young Women's cohorts of the NLS to measure the independent effects of sibling number and placement on a number of educational, family, career, and social-psychological outcomes as of age 24. In particular, the study compares separately for young men and women the effects of being an only child with being the older of two children as well as the general importance of coming from a smaller rather than a larger family. The authors conclude that, while confluence theory is frequently supported by the data for both sexes, the corollary tutoring hypothesis is generally only validated for young women. The authors conjecture that this sex discrepancy may reflect a greater likelihood that the tutoring role within the family may be substantially affectively based, thus making it an activity that is more likely to be associated with female intrafamily role behavior. Cohort: B G.

1054 MOTT, FRANK L. and HAURIN, R. JEAN. "Factors Affecting Mortality in the Years Surrounding Retirement." In: *Retirement Among American Men*, Herbert S. Parnes, ed., Lexington, MA: Lexington Books, 1985.

This article presents an analysis of the mortality rates of older men and shows to what extent factors such as race, education and marital status are independent predictors of mortality. Black men have systematically higher mortality than whites, but almost all of this difference reflects differences in socioeconomic background. In contrast, the effect of marital status appears more deeply embedded. After controlling for background factors as well as for differences between the married and non-married in employment and health status, married men still face more favorable survival prospects. Detailed employment measures as well as self-report health measures permit (1) documentation of the health-mortality association and (2) more effective measurement of other mortality differentials. The generally acknowledged overall declines in mortality over the past fifteen years have affected all segments of the society; blacks and whites, the well- and the poorly educated, and the healthy and unhealthy, have all apparently benefited from the general improvements in health and medical care services available in our society. One population subgroup, however, has benefited to a substantially greater extent than others--individuals not at work who frequently have reported illnesses of long duration. In this regard, it may be fair to conclude that those most in need have indeed benefited the most from the secular improvements in health care. Cohort: M.

1055 MOTT, FRANK L. and HAURIN, R. JEAN. "The Impact of Health Problems and Mortality on Family Well-Being." In: *Work and Retirement: A Longitudinal Study of Men*, Herbert S. Parnes, ed., Cambridge, MA: The MIT Press, 1981.

About one-fifth of the more than 20 million males in the U.S. civilian population who were between 45 and 64 years of age in 1976 will not survive to age 65. The vast majority of these men will leave widows when they die. These statistics are reflected in the Older Men's sample of the NLS. Of the approximately 5,000 individuals in the original sample, 737 men had died by the time of the 1976 survey before reaching 65. The longitudinal records permit a comparison of the predeath work experience and income of this group with the experience of comparable men who remained alive in 1976. It is possible in this way to explore the extent to which deteriorating health or disability prior to death affect family income and the labor market activity of other family members. To assess the impact of the death of the breadwinner on survivors, an additional analysis has been made of data from the NLS of Mature Women. The longitudinal records of a somewhat younger sample of women who were widowed between the ages of 30 and 53 are compared with those of a similar group of women whose marriages remained intact. The racial difference in mortality rates is pronounced: the gross mortality rate of black men was one-third again as high as that of whites. That the differential persists when educational attainment is controlled but tends to disappear within occupational categories suggests that black men of this generation have been channeled into less desirable occupations than white men with ostensibly comparable educational backgrounds. Within each racial group death rates are higher among non-married than among married men and, not surprisingly, among men who had previously reported health problems. White men who had reported health problems and had not been employed were more than three times as likely to die as were men without health problems. Among blacks the corresponding ratio was almost three to one. As might be expected, the income and employment experience of decedents in the period prior to death depends on the extent to which the death had been presaged by poor health. A decedent who reported health problems in the survey before death worked an average of 812 hours in the preceding 12 months, in contrast with the average of 2,112 hours worked by a decedent who had not reported health problems. The resulting income deterioration in such cases in the period before death is not replaced to any appreciable extent by increased earnings of the wife. Thus the economic blow to the family is severe and is especially pronounced where the primary breadwinner had been in low-status occupations. In these cases the wife and other family members generally have below-average employment opportunities. In contrast, the prime-age man who dies without an extensive health problem usually continues to work until shortly before his death. Not only is family income not significantly impaired in such cases, but medical expenses are doubtless lower. In contrast to their behavior prior to their husband's death, an appreciable number of white women enter the labor force once their husbands are gone. It seems plausible that the difference between the pre- and postdeath behavior is attributable to the husband's need for his wife's care during his terminal illness. The same pattern is not evident among the blacks, however, perhaps because the heavier burden of child care responsibilities and low potential earnings induce black women to seek other means of compensating for the lost income of their husbands. Cohort: M W.

1056 MOTT, FRANK L.; HAURIN, R. JEAN; MARSIGLIO, WILLIAM. "The Impact of Longitudinal Data Files on Research on Women's Roles." Presented: Detroit, American Sociological Association, 1983.

This paper considers how several major longitudinal data sets which include data appropriate for sociological analyses of issues associated with women's roles have been used for such research. In particular, the extent to which these data sets are (1) useful for examining the dynamics of female home/work behavior and (2) being used extensively within a longitudinal context. The explicit inclusion of variables for sociological analyses in these data sets and the extent to which the available data have biased the research orientation of sociologists is considered. Cohort: G.

1057 MOTT, FRANK L. and HAURIN, R. JEAN. "The Inter-Relatedness of Age at First Intercourse, Early Pregnancy, Alcohol, and Drug Use Among American Adolescents: Preliminary Results from the NLSY." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1987.

This research describes the patterns of initiation into drugs, alcohol, and early sexual activity for a cohort of young men and women reaching maturity in the late 1970s and early 1980s. Preliminary results indicate that while substantial proportions of youth have used marijuana prior to their 16th birthday, much smaller proportions have tried harder substances, with males generally showing higher rates of initiation at all ages than females. Comparisons with alcohol use highlight the sensitivity of initiation patterns to the definition of substance usage employed. Multivariate results suggest a variety of significant independent linkages between family background factors and these early adolescent behaviors. The direction of effects is generally consistent across the alcohol, marijuana, and other drug-use outcomes. Where divergences occur, they tend to emphasize the different influences on early sexual activity as compared to early substance use. Early use of alcohol and marijuana are also shown to have significant associations with early sexual activity for all race/gender groups independent of family background factors. Cohort: Y.

1058 MOTT, FRANK L. and HAURIN, R. JEAN. "Linkages Between Sexual Activity and Alcohol and Drug Use Among American Adolescents." *Family Planning Perspectives* 20,3 (May/June 1988): 128-136.

This research describes the patterns of initiation into drug and alcohol use, and early sexual activity for a cohort of young men and women reaching maturity in the late 1970s and early 1980s. Results indicate that while substantial proportions of youth have used marijuana prior to their 16th birthday, much smaller proportions have tried harder substances or experienced sexual intercourse, with males generally showing higher rates of initiation at all ages than females. Comparisons between various levels of alcohol use highlight the sensitivity of initiation patterns to the definition of substance usage employed. This research emphasizes the general nonparticipation or singularity of participation in these adolescent behaviors, with only modest percentages of youth experiencing multiple events at early ages or in proximity to one another. However, for those youth who do use one or more substances at a given age, the likelihood is greater that they will soon become sexually active. While the converse is also true, it is more so for girls than boys, suggesting stronger linkages among these activities for females. Cohort: Y.

1059 MOTT, FRANK L. and HAURIN, R. JEAN. "The Longer Term Determinants of Male Mortality in the Years Surrounding Retirement." Presented: Minnesota, Population Association of America, 1984.

Data from the Older Men's cohort are used to examine the extent to which background as well as more proximate factors are determinants of mortality over the period from 1966 to 1981 for a nationally representative sample of men who were 45 to 59 years of age in 1966. Included is a cohort trend analysis that gives special attention to the group of men who were ages 55 to 59 in 1966 because this group can be followed through the retirement years; by 1981, its surviving members had attained ages 70-74. The study documents how the generally acknowledged overall decline in mortality over the past 15 years has impacted fairly equally on all segments of the society. The only population subgroup that has benefited to a substantially greater extent than others is that group which includes the most obviously at risk individuals not at work who frequently report illnesses of long duration. Thus, it is reasonable to conclude that those most in need have benefited most from the secular improvements in health care. Cohort: M.

1060 MOTT, FRANK L. and HAURIN, R. JEAN. "Variations in the Educational and Career Development Paths of Brothers and Sisters." In: *The Employment Revolution*, F.L. Mott, ed., Cambridge, MA: MIT Press, 1982.

This study examines the extent to which socioeconomic and internal characteristics of families differentially affect the ability of matched pairs of brothers and sisters to progress through the educational system. The data utilized came from the NLS of Young Men and Women. It was found that young men were apparently advantaged in their educational progress compared with young women. Sibling position or sex of other siblings had little, if any, influence. The extent of parental education did have a major effect, and the educational progress probabilities for sons were higher than those for daughters, regardless of the parents' education. Greater ability for boys and girls was associated with higher probabilities of education completion. Parental encouragement affected the ability of youth to succeed. Cohort: B G.

1061 MOTT, FRANK L. and MARSIGLIO, WILLIAM. "Early Childbearing and Completion of High School." *Family Planning Perspectives* 17,5 (September/October 1985): 234-37.

Data are presented documenting the extent of high school completion among current 20-26 year old women. Women who have a child before completion are far less likely to eventually obtain a secondary credential than women who postpone childbearing until their 20s. Among women who complete high school but bear a child prior to the date of high school accreditation, almost 40 percent obtain their credential through the GED program. Cohort: Y.

1062 MOTT, FRANK L. and MAXWELL, NAN L. "The Early Fertility Behavior of Non-College Bound Youth: Trends and Consequences." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1981.

Using data form the 1976 NLS Young Women's cohort and the 1979 NLSY, this study compares the early childbearing behavior of young women in the late 1960s and 1970s. It contrasts separately for black and white non-college bound women the percentages who had a first birth while still in high school, their family situations, socioeconomic characteristics, access to income support, employment situations and their future employment intentions. Cohort: G Y.

1063 MOTT, FRANK L. and MAXWELL, NAN L. "School-Age Mothers: 1968-1979." *Family Planning Perspectives* 13 (November/December 1981):287-92.

Using data from the 1968 NLS of Young Women and the 1979 NLSY, this study compares the early childbearing behavior of young women in the late 1960s and 1970s. It contrasts separately for black and white non-college bound women the percentages who had a first birth while still in high school, their family situations, socioeconomic characteristics, access to income support, employment situations and their future employment intentions. Cohort: G Y.

1064 MOTT, FRANK L. and MOORE, SYLVIA F. "The Causes of Marital Disruption Among Young American Women: An Interdisciplinary Perspective." *Journal of Marriage and the Family* 41 (May 1979):355-65.

This multivariate analysis examines economic, social, and demographic factors that affect young women's probability of having a first marital disruption. The results suggest noneconomic factors have a more significant effect on the probability of disruption. Factors such as educational attainment, duration of marriage, coming from a broken home, and age are found to be the most prominent. Cohort: G.

1065 MOTT, FRANK L. and MOORE, SYLVIA F. "The Determinants and Consequences of Occupational Information for Young Women." Report, Manpower Administration, U.S. Department of Labor, 1976.

In this study, an examination of the determinants and consequences of occupational knowledge is carried out, using data collected from the NLS of 5,159 Young Women. The significance of various background factors as potential determinants of a young woman's occupational knowledge score and the effect of this score on subsequent earnings and occupational status are investigated. The report notes that the extent of vocational counseling was irrelevant as a determinant of the knowledge of the world of work score. It was found that the relevance of occupational information, as measured by this score, to predict early adults' labor market success was not as clear for young women as it has been shown to be for men. Cohort: G.

1066 MOTT, FRANK L. and MOORE, SYLVIA F. "The Socioeconomic Determinants and Shortrun Consequences of Marital Disruption." Presented: St Louis, Population Association of America, 1977.

The primary objective of this paper is to highlight the extent to which economic factors play major roles in creating or precipitating the marital disruption process. Other variables reflecting attitudinal, legal, and duration and timing elements function chiefly as controls on the model. This paper was published in Mott, *Women, Work, and Family: Dimensions of Change in American Society*. Cohort: G.

1067 MOTT, FRANK L. and MOORE, SYLVIA F. "The Tempo of Remarriage Among Young American Women." *Journal of Marriage and the Family* 45 (May 1983):427-36.

This study uses data from the NLS of Young Women to examine the socioeconomic determinants of the timing of remarriage during the first five years following divorce for young white women who divorced for the first time between 1968 and 1973. The study concludes that, while socioeconomic and demographic variables are only moderately useful predictors of remarriage, not taking into account the effects that background factors have on the pace of remarriage can lead to significant misstatements of the importance of various factors for interpreting the likelihood of remarriage. Cohort: G.

1068 MOTT, FRANK L. and MOTT, SUSAN H. "Attitude Consistency Among American Youth." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

This study uses data from the NLSY, a representative sample of about 12,000 American youth who were 14 to 21 years of age in 1979, to examine the extent of congruence between the attitudes of young men and women about the appropriate roles for women and their own fertility expectations. The study hypothesizes that women, whites, older youth, and youth expecting to complete higher education should show greater independent associations between their women's role attitudes and their fertility expectations. The results support these hypotheses and the verified hypotheses are consistent with the notions that: (1) youth for whom attitudes toward women's roles and fertility expectations have more direct relevance, particularly in the short run, exhibit greater congruence between their values and expectations; and (2) youth who are less assimilated into the socioeconomic mainstream exhibit less congruence between their values and expectations, primarily because the variability in women's role attitudes exceeds the variability in fertility expectations and because youth who are less assimilated express more traditional values. Cohort: Y.

1069 MOTT, FRANK L. and MOTT, SUSAN H. "The Level and Stability of Young Adult Fertility Preferences." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

This paper utilizes the 1979 and 1983 rounds of the NLSY to examine the level and stability of the fertility preferences of a nationally representative sample of young males and females aged 14 to 22 in 1979. The results demonstrate the importance of micro-level longitudinal data for measuring and interpreting trends in the fertility expectations of young adults. Findings indicate that, while in the aggregate mean fertility expectations decline with maturation for all subsets of young adults, at the individual level, maturation is associated with an upward movement in fertility expectations. In addition, this tendency is most pronounced for better educated white women, a substantial portion of the total pool. Cohort: Y.

1070 MOTT, FRANK L. and MOTT, SUSAN H. "Prospective Life Style Congruence Among American Adolescents: Variations in the Association Between Fertility Expectations and Ideas Regarding Women's Roles." *Social Forces* 63,1 (September 1984): 184-208.

This study examines the extent of congruence between the attitudes of young men and women concerning the appropriate roles for women and their own fertility expectations. It is hypothesized that women, whites, older youth, and youth expecting to complete higher education should show greater independent associations between their attitudes of women's roles and their fertility expectations. In addition, the hypotheses are consistent with the following notions: (1) youth for whom attitudes toward women's roles and fertility expectations have more direct relevance, particularly in the short run, display greater congruence between their values and expectations; and (2) youth who are less assimilated into the socioeconomic mainstream exhibit less congruence between their values and expectations. Cohort: B G.

1071 MOTT, FRANK L. and SHAPIRO, DAVID. "Complementarity of Work and Fertility Among Young American Mothers." *Population Studies* 37 (1983):239-252.

This research uses data from the Young Women's cohort of the NLS to examine the extent to which women maintain a continuity of work attachment during their early childbearing years, the years when they traditionally were most likely to withdraw from the work force. The results indicate that women who maintain closer ties to the work force immediately before and after their first birth are also more likely to be employed in 1978--between five and ten years after the first birth-- independent of intervening fertility events and other labor supply factors considered to be important predictors of work. The research supports the notion that work and fertility are increasingly becoming complementary activities for American women. Cohort: G.

1072 MOTT, FRANK L. and SHAPIRO, DAVID. "Trends in the Employment of Young Women: Evidence from the National Longitudinal Surveys." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1982. Also in: *Monthly Labor Review.*

This paper uses data from the 1968-1978 Young Women's cohort. Recent increases in the work participation of young adult women reflect the greater likelihood of women with children to be employed, particularly women who are better educated. While young mothers are not so likely to be working as women without children, the employment gap between the two groups is rapidly narrowing. Cohort: G.

1073 MOTT, FRANK L. and SHAW, LOIS B. "The Transition from School to Adulthood." Presented: Washington, D.C.: Conference on Young Women and Employment, U.S. Department of Labor, 1978.

This paper focuses on young women who either drop out of high school without completing the 12th grade or who complete high school but do not immediately attend college. Not only do child-related considerations cause dropping out, but they then subsequently affect the ability of a woman both to take formal training programs and to find meaningful employment at a reasonable salary. The presence of a child not only inhibits the job hunt and the probability of finding a job but, in addition, has associated child-care costs. Thus, the "threshold" at which it is economically rational to accept a job is probably higher. Youth who will drop out of high school are far less likely to have had extensive employment experiences before leaving school. They are more likely to become discouraged and withdraw from the labor force. Cohort: G.

1074 MOTT, FRANK L. and SHAW, LOIS B. "Work and Family in the School Leaving Years: A Comparison of Female High School Graduates and Dropouts." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1978.

In this study, the determinants and consequences of dropping out of high school are addressed. Findings show that child-related considerations affect dropping out as well as the ability of a woman to take formal training programs and to find meaningful employment at a reasonable salary. Independent of child considerations, short and long-term implications are also discussed. Cohort: G.

1075 MUELLER, CHARLES F. "Migration of the Unemployed: A Relocation Assistance Program." *Monthly Labor Review* 104,4 (April 1981): 62-64.

The Job Search and Relocation Assistance Program furnishes financial and other assistance to Employment Service registrants who are willing to relocate to find employment for which they are qualified by reason of training and experience. As a result of questions about the operating practices of the program, the migratory experiences of the unemployed were analyzed, using data different from that of the Job Search and Relocation Assistance Program. The data chosen was taken from the NLS of Young Men. It seems that the Job Search and Relocation Assistance Program's policy of restricting enrollment to persons willing to relocate may be overly exclusionary. Also, since friends and relatives at the destination are an important factor in the migration of the unemployed, the program should continue to encourage the use of such contacts in placing relocatees. Cohort: B.

1076 MUELLER, CHARLES W. and CAMPBELL, BLAIR. "Female Occupational Achievement and Marital Status: A Research Note." *Journal of Marriage and the Family* 39 (August 1977):587-93.

The influence of early occupational achievement of single never-married women on subsequent marital status is examined for a national sample of U.S. females, aged 30-44 in 1967. For white females, a positive relationship is observed between occupational achievement and the likelihood to remain single; for black females, the relationship is much weaker. Cohort: W.

1077 MULLIS, RANDOLPH J. "The Dynamics of Household Saving Behavior." Ph.D. Dissertation, University of Missouri-Columbia, 1984.

The purpose of this research was to identify the correlates of household behavior. Factors related to both the level of savings at several points in time and saving behavior over time were explored. Four cross section analyses and three longitudinal analyses were conducted to identify the correlates of household saving(s). Development of a conceptual framework, the Household Economic Activity Model (HEAM), provided theoretical organization for the analyses. Concepts from the Permanent Income Hypothesis, and Life Cycle Income Hypothesis were operationalized together with propositions developed out of the HEAM in order to explore factors related to household saving(s). Four waves of NLS data, (1966, 1971, 1976, and 1981), gathered from the Older Men cohort, were used in the analyses. The objectives of the study included: to identify the associations between cross section values of household socioeconomic variables and household savings at each point of data collection; and to identify the relationships between socioeconomic characteristics of households, and changes in them, and household saving behavior over time. Three levels of analyses were performed. First, a simple descriptive analyses of the dependent variables, net assets and change in net assets, were partitioned by age groups in order to examine trends over time. Next, several multiple regression (ordinary least-squares) models were developed to identify the correlates of savings (net assets). Lastly, two different statistical techniques were used to explore saving behavior over time: the first, a two stage least-square technique utilized to avoid auto-correlated error terms; and the second, an ordinary least-squares model which incorporated raw change variables together with corresponding base period static variables. The second model was the model used in the final longitudinal analysis. The findings: (1) raised serious questions about the life cycle income hypothesis because evidence abounded suggesting that retirees do not dissave; (2) identified interesting differences between private pension eligibility and social security eligibility as they relate to saving(s); (3) provided vital information about treating cross section findings in a temporal manner; (4) pointed out the impact of macro-economic phenomena on household economic behavior; and (5) suggested the possibility that respondents save less in response to higher interest rates. Cohort: M.

1078 MUNNELL, ALICIA H. "Private Pensions and Savings: New Evidence." *Journal of Political Economy* 84 (October 1976):1013-32.

This paper examines the impact of private pension coverage on the saving behavior of men in their preretirement years. The empirical work is based on the Ando-Modigliani model but permits explicit recognition of differences in expected retirement age between covered and noncovered groups. The results clearly indicate that, contrary to earlier work by Cagan and Katona, pension coverage reduces saving in other forms. Cohort: M.

1079 MYERS, STEVEN C. "Labor Force Participation and the Probability of Completing College." Proceedings of the Business and Economic Statistics Section, American Statistical Association, Part II (1977):638-43.

This study focuses on the educational progress of youth enrolled in undergraduate college in 1968-1969 and 1969-1970. The author examines the interrelationship between work and the successful completion of each of the four school years. Higher completion rates are found among students who do not work. These differences are significant in all class years for young men but only significant for the young women in the first two years. The ability of the student and his family's socioeconomic status are important factors in the early years of college but decline in importance with progress toward graduation. Cohort: B G.

1080 MYERS, STEVEN C. "Working in College: Risk or Return?" Ph.D. Dissertation, The Ohio State University, 1980.

This study examines the educational and labor market experience of male college students and their subsequent position in the labor market. The work experience of college youth gives rise to the exploration of two primary research questions. First, does working while enrolled in college interfere with completing the college year? Second, does market work while in college have benefits for early post-school labor market experience? In addition, the study examines the factors associated with who works while in college. An analysis of the types of jobs that students hold is also included. Much of this study is derived from the theory of optimal human capital accumulation. The theory explains at what point in time a person will end specialization in schooling and begin supplying labor to the market. This labor market participation may begin during or after the ultimate separation date from school. Human capital theory treats the choice between market work and investment in human capital. On the other hand, labor supply theory deals with the choice between work and leisure. The present study represents a marriage of these two theoretical systems, providing an analysis of the choice between work and investment and allowing for changes in leisure time as well. Using data from the NLS of Young Men, 1966-1976, this study has found that working in college has both risk and return. The risks are non-completion, a delay, or a lower quality of education. The returns include the income gained while working, possible higher subsequent earnings, an expanded knowledge of the labor market, the acquisition of employability skills, good references, and the like. Work in the freshman year is least desirable, involving high risk and no return, while work in the senior year is the most desirable, involving minimum risk and maximum returns. Cohort: B.

1081 MYERS, STEVEN C.; BYRNE, DENNIS M.; KING, RANDALL H.; STRATTON, RICHARD W. "Employment Outcomes of Hispanic Youth: An Analysis of Labor Market Behavior." Final Report, Employment and Training Administration, U.S. Department of Labor, 1982.

This volume is the result of an extensive investigation of the labor market position of Hispanic youth across both employment and non-work dimensions. An oversampling of Hispanics in the 1979 NLSY provided a fresh new body of data for the study. Answers to the following three broad research questions were sought: How are Hispanic youth faring in the labor market? How do they compare to their non-Hispanic counterparts? How may their position in the labor market be improved? Part one addresses issues of enrollment and educational choice, hours of work, earnings, and occupational attainment. Part two resolves some serious methodological issues regarding the proper manner of analysis of the non-employment experiences of youth, estimates probabilities of moving from work to non-work (and vice versa), the duration of spells of nonwork, and estimates the subsequent wage gain. Cohort: Y.

1082 NAFZIGER, DEAN H. "A Markov Chain Analysis of the Movement of Young Men Using the Holland Occupational Classification." *Catalog of Selected Documents in Psychology* 3 (Winter 1973).

Results from the Holland occupational classification and Markov chain analysis used for describing and predicting career patterns show that a narrow range of occupational experience was most prevalent among younger men; however, for black men, the narrow range persisted in the older group. Compared to the other groups, white men held jobs in a wider variety of occupational categories in which case they tended to be more stable in their initial occupational categories. Cohort: B.

1083 NAFZIGER, DEAN H.; HOLLAND, J.L.; HELMS, S.T.; MCPARTLAND, JAMES M. "Applying an Occupational Classification to a National Representative Sample of Work Histories of Young Men and Women." *Journal of Vocational Behavior* 5 (1974):331-45.

Holland's occupational classification is used to analyze work histories of young men and women ages 14 through 24. The analysis supports the usefulness of occupational classification for organizing work histories. The results indicate that for both sexes the classification reflected regular patterns for job changes. In addition, the category of a previous job is found to be a good predictor of subsequent jobs; likewise, the category of a current job forecasts the category of his/her vocational aspiration. Finally, consistency of an occupational code was related to job stability for whites. Cohort: B G.

1084 NAM, HEE YONG. "Retirement Condition and Migration: Determinants of Migration Decision and Destination Selection Among American Men, 1973-1983." Ph.D. Dissertation, University of Nebraska - Lincoln, 1988.

This study examines the relationship between the transition to retirement and migration. Three questions are addressed: (1) holding age, health, socioeconomic status, and other variables constant, does the event of retirement increase migration?; (2) what factors predict which retirees will move?; and (3) what factors predict migrating retirees' choice of destination? These questions are addressed using the 1973-1983 waves of the NLS of Older Men. The sample for this study is 5,149 event histories observed over five 3-survey cycles. A probit model is used because of its utility in dealing with dichotomous variables. Findings suggest a strong and significant impact of retirement on migration. All other variables equal, the probability of migration is three times higher for those just retiring than for these who are still working. Retiree migration is affected significantly by socioeconomic status and health condition. Destination selection is affected by place of residence prior to retirement and socioeconomic status. Long distance, and especially sunbelt, migrants are strongly predicted by socioeconomic status. [UMI ADG89-04502] Cohort: M.

1085 NAM, SUNG IL. "Essays on the Application of Theory of Time to Labor Supply and Wages." Ph.D. Dissertation, University of Rochester, 1987.

Absenteeism and Labor Supply: This paper develops an equilibrium model of absenteeism and labor contracts under the assumption that an individual's total discretionary time for which he has control is stochastic. Absenteeism is viewed as a reduction of labor supply due to the stochastic decrease in total discretionary time. The equilibrium absence rate is shown to be a function of preference, technology, and the distribution of a worker's discretionary time. The structure of the equilibrium contract depends on the amount of information available to the firm on the worker's discretionary time. Observability of Time and Full Paid Absenteeism: If discretionary time is observable by the firm, full wage payment for absence is possible as an insurance provision for the risk averse worker. However, the contract explicitly specifies a condition of absence in order to control absenteeism. The model explains the observed cross-sectional negative correlation between wage and absence rate as an exhibition of a negative compensating differential for increased absences. Division of Labor and Wages of Family Members - A Two Period Model: This paper develops a two period, family decision model in which labor supply and human capital investment of the husband and the wife are interdependently determined. The model demonstrates that family division of labor may not only decrease the growth of the wife's wage but also increase the growth of the husband's wage. Age Profile of Male-Female Wage Difference - An Evidence from Family Data: This paper investigates the validity of the "family side, human capital explanation" of the gender wage gap. Based on panel data of young married couples from the NLS, taken from the Young Men's cohort and Young Women's cohort during the period of 1969 through 1980, the empirical study finds that: (1) OJT investment is positively affected by prospective hours of work of family members; (2) Hours of work of the husband and wife are interdependent as substitutes; (3) Thus, the estimated investment profile predicts a steeper age-wage profile with greater concavity for the husband than for the wife. [UMI ADG88-10969] Cohort: B G.

1086 NATIONAL COMMISSION FOR MANPOWER POLICY. "Current Issues in the Relationship Between Manpower Research and Policy." Final Report, Employment and Training Administration, U.S. Department of Labor, 1976.

The report is based primarily on the contributions of individuals concerned with manpower research and policy. The researchers, analysts, and policy-makers examined the role of research, evaluation, and experimentation and discussed the ways in which knowledge developed in these areas can be used to impact on policy. In addition, the report outlines the policy findings of the NLS and highlights the knowledge gaps in local manpower planning. The report concludes by assessing the current knowledge in human resources areas relative to manpower legislation and sets forth priorities for national policy. Cohort: M.

1087 NESTEL, GILBERT. "A Longitudinal Study of Labor Market Behavior--Advantages and Some Methodological Problems in Analysis." Proceedings of the Social Statistics Section, American Statistical Association (1970):26-31.

The advantages and disadvantages of panel and cross-section designs are highlighted. Issues of causal ordering, observational errors, item and respondent nonresponse, and unit of measurement are also discussed. Illustrations of these issues are provided using data from four NLS surveys. Cohort: B G M W.

1088 NESTEL, GILBERT. "Military Service and Civilian Wages: Another Look." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

Youth when asked why they joined the All-Volunteer Force (AVF) often mention the educational opportunities the services provide and the possibility of acquiring specific occupational skills through military training programs. They not only expect this training will be beneficial while serving but that it will also be transferable and valued by civilian employers upon separation. A statistical analysis of the hourly earnings in survey week 1982 among former female enlistees showed that there was no difference in pay between those who previously served and those with no military experience. Among the men with prior service, however, those who failed to complete their initial tour averaged about 11 percent less in pay, and those who completed their tour about 7 percent less earnings than their never-served reference group. Neither group of former male enlistees was at a disadvantage when the universe was restricted to the 1976 and 1977 entry cohorts. Thus the disadvantage in pay experienced by former male enlistees appears to be mainly a short-run occurrence. There is also evidence that enlistees who report some transferability of military experience to civilian jobs average higher hourly earnings than those who report these experiences are service specific. Cohort: Y.

1089 NESTEL, GILBERT. "Retirement Expectations, Planned Retirement and Postretirement Satisfaction." Proceedings of Business and Economic Statistics Section, American Statistical Association (1983).

The decision to retire signals the end of a period of active participation in the paid work force, and is generally accompanied by a significant loss of income. The pattern of expectations about the dating of this withdrawal is assumed to be a significant predictor of the event and the retiree's degree of satisfaction in his new role. These expectations were obtained from reinterviews with the NLS of Older Men (45-59 years of age in 1966) who retired at some time in the decade, 1968-1978. Logit analysis is used to characterize respondents who reported consistently and those with more random responses. The relation of these patterns with the actual age retired and their impact on postretirement life satisfaction are also evaluated statistically. Cohort: M.

1090 NESTEL, GILBERT and CHIRIKOS, THOMAS N. "Job Characteristics and Health Status Effects on Retirement Behavior." Proceedings of the American Statistical Association, Business and Economics Section (1987): 169-174.

This paper takes a look at whether job characteristics are significant determinants of labor force attachment for older workers and whether these characteristics have a greater effect on work activity when they interact with poor health. Using a continuous-time Markov model of interrelated work and functional status profiles and data from the NLS of Older Men, the study found limited support for the hypothesis that job type or job condition, net of other factors, affects the retirement decision or functional capability of the older worker. From a policy perspective, the authors conclude that it is more important to understand how traditional determinants such as health and pension income will influence the future labor supply of older persons than how job factors contribute to these trends. Cohort: M.

1091 NESTEL, GILBERT; MERCIER, JACQUELINE; SHAW, LOIS B. "Economic Consequences of Midlife Changes in Marital Status." In: *Unplanned Careers: The Working Lives of Middle-Aged Women*, Lois B. Shaw, ed., Lexington, MA: Lexington Books, 1983.

The end of a marriage leaves most women to face the emotional trauma of the loss of a spouse, the problems of heading a family alone, and the adjustment to the loss of a major source of income. The welfare of these women and their families is not unrelated to the reason the marriage terminated. It is also affected by whether or not the woman remarries. Data from the NLS of Mature Women are used to explore the experiences of married women who divorce, are separated, or lose their spouse because of death in the period 1967-1976. A multivariate analysis provides a profile of the divorced and widowed women who remarry. The short-run consequences of a change in marital status in the 1967-1977 decade is also provided. Women who remain married throughout the decade become the reference group for these comparisons. The findings indicate that the incidence of poverty is higher among women who change marital status than among those continuously married. Sources of income differ with widows depending on Social Security Survivors Benefits and separated women on welfare payments. Remarriage was not very frequent; one-third of divorced women and one-sixth of the widows had remarried by 1977. Women who were worse off economically and those with little education were most likely to remarry, but black women and older women were less likely to remarry regardless of economic need. Cohort: W.

1092 NESTEL, GILBERT and SANTOS, RICHARD. "CPS-NLS Differences in Labor Force Characteristics of Youth: Another Look." Proceedings of the Business and Economic Statistics Section, American Statistical Association (1981):122-125.

CPS estimates of the size of the youth labor force continue to differ from estimates derived from other data sources. Analysis of the 1979 NLSY data indicated more extensive attachment to the labor force by youth 16-21 than corresponding CPS estimates. These differences have been attributable in the past largely to differences in reporting unit (proxy versus self-respondent). However, a recent study by the Methods Division of the Bureau of the Census revealed only minor differences by respondent type. This study examines other factors such as type of interview, rotation bias and characteristic of jobs that could explain these differences. The data analyzed come from the March 1979 CPS and 1979 NLSY surveys. Cohort: Y.

1093 NEUMARK, DAVID B. "Duration Analysis of Birth Intervals and Underlying Fertility Behavior." Special Studies Paper, Division of Research and Statistics, Federal Reserve Board, Washington, D.C., 1987.

This paper studies the fertility behavior underlying estimates of duration or hazard models from NLSY data on first birth intervals, in particular the meaning of the estimated effects of exogenous demographic variables on the hazard rate. Most simply, the question is whether these effects represent variation in planned or expected birth intervals, or instead direct effects on the probability of birth. Utilization of data on timing expectations, along with the demographic variables, allows this question to be answered. The conclusion is that timing plans or expectations are the dominant empirical determinant of actual first birth durations. An implication of this, with important consequences for family policy, is that the source of high fertility among young women with certain demographic characteristics is more the result of their plans and expectations than of "mistakes" (or deviations of actual from expected timing). Cohort: Y.

1094 NEUMARK, DAVID B. "Employers' Discriminatory Behavior and the Estimation of Wage Discrimination." *Journal of Human Resources* 23,3 (Summer 1988): 279-295.

This paper considers the linkage of empirical estimates of wage discrimination between two groups, introduced by Oaxaca (1973), to a theoretical model of employers' discriminatory behavior. It is shown that, conditional on different assumptions about employers' discriminatory tastes, Oaxaca's estimators of wage discrimination can be derived. That the approach is more generally useful is demonstrated by deriving an alternative estimator of wage discrimination, based on the assumption that within each type of labor (e.g., unskilled, skilled) the utility function capturing employers' discriminatory tastes is homogeneous of degree zero with respect to labor inputs from each of the two groups. The estimators are compared empirically in an application to male-female wage differentials. Cohort: B G.

1095 NEUMARK, DAVID B. "Family Effects on the Human Capital and Earnings of Men and Women." Dissertation Essay, Harvard University, 1987.

This paper explores family effects on the human capital--captured in ability, schooling, and experience--and earnings of men and women, utilizing data on same-gender and mixed-gender sibling pairs. The emphasis is on gender differences in these effects. For both genders, significant family effects on human capital are found. While effects on ability and schooling are gender-blind, effects on experience differ markedly for men and women. Significant family effects on earnings are also found, acting both indirectly via human capital, and directly on earnings themselves. Indirect effects appear to be more important for women, and direct effects for men, but this contrast is due partly to differences in the returns to human capital, and not only to differences in family effects. Some preliminary evidence on the sources of these family effects is presented that suggests that: (1) the education of a child is influenced more strongly by the education of the parent of the same gender; and (2) in terms of human capital and earnings, sisters do better in households with no brothers, and brothers do better in households with sisters. Cohort: B G.

1096 NEUMARK, DAVID B. "Gender Differences in Family Effects on Human Capital and Earnings: An Empirical Study of Siblings." In: *Applied Behavioral Economics*, Shlomo Maital, ed., New York: Columbia University Press, 1988.

This essay studies the role of the family in determining earnings and various dimensions or measures of human capital, focusing in particular on gender differences in this process. Using data on siblings from the Young Men and Young Women cohorts of the NLS, the paper estimates and compares the magnitude of family influence on the accumulated amount of human capital and earnings of their children. The study finds that: (1) families do affect the earnings of their children; (2) the "symmetry" of family effects on the human capital of men and women is called into question once experience is added to the model; (3) family effects differ by gender; and (4) Schackett's (1981) original finding of correlated wage equation residuals, at least for male sibling pairs, still remains an unexplained empirical puzzle. Cohort: B G.

1097 NEUMARK, DAVID B. "Gender Differentials in the Labor Force: Measurement, Causes, and Probes." Ph.D. Dissertation, Harvard University, 1987.

In a series of three essays, this dissertation analyzes gender differences in the labor force and seeks: (1) to identify the underlying sources of the differentials; and (2) to estimate their quantitative importance. Data from the Young Men, Young Women, and NLSY cohorts are utilized. The first essay addresses the estimation of wage discrimination. The second essay studies the role of the family in determining earnings and various dimensions of human capital. The third essay focuses on the childbearing role of women, particularly the timing and spacing of fertility and women's labor market behavior. Cohort: B G Y.

1098 NICHOLSON, EDWARD A. and RODERICK, ROGER D. "Correlates of Job Attitudes Among Young Women." *Nebraska Journal of Economics and Business* 12 (Autumn 1973): 77-89.

This report focuses on the quality of employment of young women by examining their self-reported job satisfaction. Nearly two-thirds of the whites and more than half of the blacks declared that they liked their jobs "very much," and indeed no more than four percent of either group said that they disliked their jobs "very much." That whites are more likely than blacks to have reported high satisfaction was anticipated in light of the intercolor variations in demographic characteristics, occupational assignment, and hourly rates of pay; and the explanatory model behaves largely as had been expected. Young women whose labor market achievements (occupation for both whites and blacks, and pay for blacks) compare most favorably to the achievements of others with equivalent amounts of education evidenced high job satisfaction more frequently than did those whose experiences compared less favorably to their educational reference groups. Some of the problems of one form of under-utilization are suggested by the fact that those with the highest education relative to others doing the same kind of work are least likely to report high satisfaction. Likewise, the smaller proportion of the relatively low paid blacks who report high satisfaction depicts a potential outcome of racial discrimination in the labor market. Cohort: G.

1099 NICHOLSON, EDWARD A. and RODERICK, ROGER D. "A Multivariate Analysis of the Correlates of Job Satisfaction among Men Aged 45-59." Proceedings of the Academy of Management (1973):221-24.

The initial results of an attempt to identify and measure the strength of some of the personal, social-psychological, and economic factors associated with high levels of job satisfaction among men aged 45-59 show that an individual's hourly rate of pay, his occupation, his health, and the factors he considers most important about a job strongly influence his level of job satisfaction, even after adjustments are made for the effects of other variables. Cohort: M.

1100 NIELSEN, JOYCE M. and ENDO, RUSSELL. "Marital Status and Socioeconomic Status: The Case of Female-Headed Families." *International Journal of Women's Studies* 6,2 (March-April 1983): 130-147.

Data from the NLS of Older Men and Mature Women indicate that separated women have consistently lower incomes than divorced women and that background SES does not explain their low income. The earning differential between the sexes seems to be the most important determinant of the economic status of white female family heads, while the race by sex interaction is most important for non-white women. [(c)APA] Cohort: M W.

1101 NITUNGKORN, SUKANYA. "An Economic Analysis of Internal Migration." Ph.D. Dissertation, Southern Methodist University, 1975.

In this study, an individual is postulated to maximize his lifetime utility level in making the decision to migrate. In the theoretical part, the conditions in which maximization or wealth imply maximization of utility are established, and the relationship between the wage differential and the individual's decision to migrate is found to be as follows: (1) If the time paths of working time of an individual are the same in both locations, the greater the wage differential, the more likely it is that he will migrate. (2) If his time path of working time at the destination is less than that at the origin, then the effect of the wage differential will be the same as above. (3) If his time path of working time at the destination is greater than that at the origin, no conclusion on the effect of the wage differential can be drawn without further restrictions. Empirical testings of the model are based on a sample of young men, 14 to 24 years of age, from the NLS surveys in the years 1966 and 1967. The observations are classified by race, marital status and educational attainment. Within each category, they are further classified into three working time groups in accordance with the theoretical framework. Some of the main findings are: (1) The coefficients of the wage differential are positive in all cases. However, for the youth in the first group (those with equal working time in both locations) and the second group (those with less working time, but higher earnings at the destination than at the origin), the magnitude and significance level of the coefficients of the wage differential are much greater than those for the youth in the third group (those with greater working time at the destination than at the origin). (2) The response to the wage differential of the black youth in the first two groups is higher than those of the white youth, but the opposite is found for the youth in the third group. The single youth are slightly more responsive to the wage differential than the married youth. The high education youth are more responsive to the wage differential than the low education ones in all groups. Cohort: B.

1102 NORD, CHRISTINE W. "Alcohol Use by Teenage Mothers: Outcomes for Children." (In-progress Research).

Teenage childbearing and alcohol use among adolescents are two areas of national concern. Although both problems have been studied intensively as separate issues, very little research has looked at their intersection. We know that sexually active teens are more likely than their peers to be involved in other problem behaviors including alcohol use. We also know that teenage childbearing has numerous negative consequences for both the mother and her children. We do not know, however, whether alcohol use affects the likelihood of actually having a teenage birth. And, conversely, we do not know the effect having a teenage birth has on alcohol consumption patterns. Finally, we do not know what role alcohol use among teenage mothers plays in the observed negative outcomes for both her and her children. The research described here proposes to examine these important issues using the NLSY. The NLSY is a large, nationally representative sample of youth aged 14-21 in 1979 who have been interviewed annually through the present. In 1986 the children of the female respondents were assessed with a number of well-validated measures of cognitive, behavioral, and emotional development. Additional information about the home environment was also obtained. Of the nearly 3,000 women who were mothers as of the 1986 survey, half had begun childbearing during their teenage years. And of the approximately 5200 children born to women in the NLSY, slightly more than 3,000 were born to women who began childbearing during their teenage years. The large proportion of teenage mothers and their children in the NLSY coupled with the richness of the data set with information on the youth over eight consecutive years including important control variables such as drug use, as well as retrospective questions on the youth's family background and other topics is well-suited for studying the above questions. Analyses will employ cross-tabulation and regression techniques such as OLS, logit analysis, and ordered probit analysis. [FEDRIP/NTIS] Cohort: Y.

1103 NORD, ROY D.; SCHMITZ, E. J.; WEILAND, T. A. "Propensity and the Enlistment Decision." Technical Report 723, Army Research Institute for the Behavioral and Social Sciences, 1986.

Enlistment intentions, educational expectations, and sociodemographic factors were examined in the context of their pairwise relationship to the enlistment decision. A model was developed relating enlistments to stated intentions and other variables. This model was then statistically estimated from a sample from the National Longitudinal Survey.

Logistic regression was used to predict enlistments from information on intentions and backgrounds. Findings indicated that enlistees in the armed forces experienced an increase in educational expectations not reflected in the general population. A considerable shift was found among enlistees with respect to original enlistment intentions. Enlistment intentions or propensity was the strongest explanatory factor in predicting enlistment. Such factors as educational intentions, race, gender, and test score also contributed substantially (and independently of propensity) to explaining enlistment behavior. A positive change in propensity over time had a positive effect on enlistment probability above and beyond the effect of propensity measured at a single point in time. The effect of Armed Forces Qualification Test (AFQT) scores on the probability of enlistment was positive, but the size of this effect diminished as AFQT increased. A desire for training beyond high school but outside of college was a good predictor of enlistment probability. [ERIC ED-282060] Cohort: Y.

1104 NORGAARD, KATHERINE ELLEN. "A Study of the Relationship between Self Esteem and Heavy Use of Cannabis among Women." Ph.D. Dissertation, The Ohio State University, 1983.

This study encompassed a national, multi-stage random probability sample from the NLSY. The study focused on the female portion of the sample, although comparisons were sometimes made with the male sample. The purpose of this research was to investigate the relationship between heavy use of cannabis and self-esteem, labor force participation, family structure and school attendance. A Chi('2) statistic, two-way ANOVA with two follow-up procedures (the Scheffe and a contrast of sets) were performed. The results yielded findings which indicated that differences exist along both ethnic and gender lines. The hypothesis that a positive relationship exists between low self-esteem and heavy use of cannabis does not hold for minority women. Rather, the relationship is positive for white women. Interestingly, the contrast of sets indicated significant differences in self-esteem among the women studied. Hispanic women scored lower on self-esteem than did black or white women. In addition, women scored significantly lower than men on this measure. Furthermore, the second hypothesis concerning the relationship of heavy use of cannabis and labor force participation was not significant for minority women. The relationship was significant for the white female sample. School attendance and heavy use of cannabis are related among black women and unrelated among Hispanic women. In addition, among the white female respondents the findings indicate a strong relationship among these two variables. Lastly, the findings for the relationship between heavy use of cannabis and disrupted family structure were diverse. For Hispanic women there was an inverse relationship. Among black women there was no relationship. Furthermore, the findings for white women indicated a positive relationship between heavy use of cannabis and disrupted family structure. These results illustrate that people who use marijuana heavily vary according to both psychological and sociological characteristics as well as sexual and racial status. Cohort: Y.

1105 O'CONNELL, JOHN F. "The Union Wage Effect: Differential Determinants and Differential Returns." *Quarterly Review of Economics & Business* 20,4 (Winter 1980): 107-117.

Despite the large amount of research aimed at measuring the union wage effect, relatively little attention has been devoted to its causes. An attempt is made to divide the union wage effect into a portion due to differential earnings determinants and a portion due to differential returns to a set of determinants. A further breakdown is made into factors associated with a particular worker, often equated with productivity, and market factors. The model is tested using the NLS data for Older Men. The results indicate that, quantitatively, unions exert their greatest influence by altering the returns to earnings determinants rather than changing the determinants. It is also shown that unions have little impact on worker productivity. In addition, the ability of unions to extract wages independent of either individual attributes or differential returns to these attributes appears most in transportation, communication, and public utilities. Cohort: M.

1106 O'CONNELL, MARTIN. "Mortality and Labor Force Projections from Longitudinal Survey Data." Mimeo, Population Studies Center, University of Pennsylvania, 1975.

This paper estimates worker and nonworker mortality by using the transition matrix. The findings indicate substantially higher mortality for males out of the labor force for both races and substantiate the often observed inverse relation between educational attainment and mortality experience among white males. Cohort: M.

1107 O'NEILL, JUNE. "Determinants and Wage Effects of Occupational Segregation." Report, Employment and Training Administration, Office of Research and Evaluation, Department of Labor, (Washington, D.C.: The Urban Institute), 1983.

This study analyzes data from the March 1980 Current Population Survey (CPS) and the Young Men and Young Women panels of the NLS (aged 24 to 34 in 1976 and 1978 respectively). The study examined the following two issues: (1) what underlying factors can explain the difference in male and female occupational distributions and (2) what is the net effect on earnings of being in a disproportionately female occupation, i.e., controlling for other factors known to affect earnings. [NTIS PB83-220665] Cohort: B G.

1108 O'NEILL, JUNE. "Some Relevant Policy Uses of the NLS." *Social Indicators Newsletter* 18 (September 1983):1-10.

This paper presents an overview of the NLS and reviews some of its uses which relate to specific broad areas of social policy in the United States. Based upon a longer report prepared for the Office of Research and Evaluation, Employment and Training Administration, Department of Labor, it surveys NLS findings that have been used for guiding policies as well as issues that members of the policy community have expressed an interest in addressing in the future. Information on the use of the NLS was gathered from a variety of sources--staff of federal and state government agencies and congressional committees, researchers, published articles and testimony. This brief review indicates that the NLS already have produced much useful information that would not have been available from other sources, and that a wide variety of users in federal and state government rely on the NLS in formulating policy. Special attention is given to studies on unemployment and related labor market issues; women's labor force participation and male-female earnings differentials; and aging and retirement. Other uses of the NLS which are discussed at some length in the full report concern the issues of health, education, disability and mortality, alcohol use and delinquency in youth, fertility, military manpower and the evaluation of Department of Labor training and employment programs. Cohort: B G M W Y.

1109 O'NEILL, JUNE. "The Trend in the Male-Female Wage Gap in the United States." *Journal of Labor Economics* 3,1 (1985): S91-S116.

This paper examines the extent to which changes in the characteristics of men and women in the labor force account for the continuing sex differential in wages. Utilizing data from the NLS of Young Women and Mature Women, it was found that: (1) changes in skill level (measured by a decline in women's average years of schooling) and an increase in both job tenure and overall work experience underlie observed patterns of change in the pay gap; (2) high levels of unemployment coupled with the depression of wages of less experienced workers work to widen the hourly pay gap; and (3) changes over time in the wage gap differ by age and race. Cohort: G W.

1110 O'NEILL, JUNE; BASSI, LAURIE; WOLF, DOUGLAS. "The Duration of Welfare Spells." *The Review of Economics and Statistics* 69,2 (May 1987): 241-248.

Probability distributions for the duration of welfare spells are estimated utilizing data from the NLS of Young Women. The principle guiding the work is that a recipient won't exit from welfare if the expected utility on welfare exceeds the expected utility off welfare. Our analysis indicates that while the majority of welfare spells are of short duration, a non-trivial minority of spells are quite long. Those recipients with long spells are found to differ in predictable ways from those experiencing brief spells. This suggests that strategies to move women off welfare are necessary in many cases, and should be targeted on those most likely to be long-term recipients. Cohort: G.

1111 O'NEILL, JUNE and HILL, M. ANNE. "Determinants of Women's Work Patterns and Earnings: An Inter-Cohort Analysis." (In-progress Research).

Between 1979 and 1987 the ratio of women's earnings to men's earnings rose from 62 percent to 70 percent -- a substantial increase particularly considering that, after falling somewhat in the late 1950s and early 1960s, the female/male earnings ratio was roughly constant through the 1970s (O'Neill, 1985). One possible explanation for this recent narrowing of the wage gap is that recent economy-wide changes in the demand for labor (especially due to the recession in the early 1980s and recent declines in export-sensitive industries) may have adversely affected men's earnings more than women's. A recent, but not mutually exclusive explanation for the rise in women's relative earnings is that there has been an underlying increase in the level of marketable skills attained by women relative to men. These two explanations have very different implications for the permanence of the relative earnings gain. The proposed project will sort out the relative significance of these two explanations by using a rich data set from the three continuing panels of the NLS, the Mature Women, the Young Women, and the NLSY, to examine changes in life-cycle work patterns and earnings across cohorts of women born between 1923 and 1965. The authors will address the issue of how successive cohorts of women have changed with respect to their accumulation of work-related skills, in terms of level of schooling and career orientation, but perhaps more importantly in terms of attachment to the labor force. They will ask how the nature of entry into and exit from the labor force changed across cohorts and how the response of women's labor force participation decisions to lifecycle events (e.g., marriage, the birth of a child, divorce) may have changed across cohorts of women. Finally, the authors will consider how returns to work experience, schooling, and other human capital investments have changed across cohorts. The project will include not only detailed descriptive analysis of life-cycle labor force patterns but also will use state-of-the art econometric techniques to estimate the labor force transitions and earnings patterns. This research is expected to yield important insights into the nature and determinants of the work patterns and earnings of American women. Cohort: G W Y.

1112 O'NEILL, JUNE; WOLF, DOUGLAS; BASSI, LAURIE; HANNAN, MICHAEL. "An Analysis of Time on Welfare." Report, Department of Health and Human Services (Washington, D.C.: The Urban Institute), 1984.

This project identified the factors that lead to long-term welfare dependency and determined the effect of long-term dependency on a person's attitudes and life outlook. The study consisted of two major tasks. The first task was an empirical analysis of welfare dependency. This included using the Panel Study of Income Dynamics and the National Longitudinal Survey to estimate the duration of AFDC spells, analyze the correlates of welfare dependency, and analyze the effect of welfare duration on psychological traits. The second task evaluated the potential usefulness of a new survey. The second report discusses a possible survey design and implementation plan, and presents a research design for analyzing new data. [NTIS PB84-225713] Cohort: G.

1113 ODITA, FLORENCE C. U. "Difference in Pay, Promotion, Job Title, and Other Related Factors between Employed Male and Female College Graduates as Indicators of Sex Discrimination." Ph.D. Dissertation, The Ohio State University, 1972.

Results from a study to determine the differences, if any, between men and women, in pay, promotion, working conditions and training in their jobs, shed some doubts on the claim of discrimination between the sexes. The claim is legitimate but the magnitude is exaggerated. Cohort: M W.

1114 OFEK, HAIM and SANTOS, FREDRICKA P. "The Economic Attainment of Women: A Comparative Analysis of the Parental Role." *Economica* (November 1979):427-433.

This study provides a framework for estimating the differential impact of a woman's mother and father on marriage and work. Using own earnings and husband's earnings as available approximations for these two aspects of feminine success, the relative effects of the parents are estimated. In regard to schooling and husband's income, evidence shows that women are more strongly influenced by their mothers' education than their fathers'; however, the reverse is true for daughters' earning capacity. Cohort: G.

1115 OFEK, HAIM and SANTOS, FREDRICKA P. "Intergenerational Transfers and the Economic Attainment of Women: A Comparative Analysis of the Parental Role." Report 16, Center for the Social Sciences, Columbia University, 1978.

Attempts to disentangle the effects of basic retrospective inputs associated with the economic achievement of mature women and to estimate them empirically use a conceptual framework largely guided by the consideration that, in addition to external factors (cultural, social, biological, etc.), investment in schooling results from optimizing estimation of parental effects, their separation from the effects of schooling, and the attempt to draw inferences about their relative size--all posing theoretical and statistical problems which are not trivial. Dealing with these problems in some detail, the first part of the paper has prescribed workable empirical tests based on a consistent estimation procedure. This procedure is implemented in the second part of the paper by testing Marchall's hypotheses (as to the rank impact of the parents on child development) against actual data from the NLS of Mature Women (ages 37-51 in 1974). Cohort: W.

1116 OKLAH, MONTASER J. "The Effects of Labor Unions on the Wages of Youth." Ph.D. Dissertation, The University of Oklahoma, 1987.

Empirical estimation of the union's wage effects for the NLSY is provided. The total union's wage effect is divided into two separate effects. The first is termed the "bargaining effect" and represents the differential between the wage received by a nonunion worker in a collective bargaining unit and the wage paid to a comparable worker not covered by a collective bargaining agreement. It is this effect that offers a measure of the bargaining or monopoly power of labor unions effects on wages. The second effect is the "membership effect" representing the wage differential between union and nonunion workers within a collective bargaining agreement. This effect characterizes the Collective Voice/Institutions Response (CV/IR) effect of labor unions on wages. Such effect is attributed to the economic benefits that unions procure to their members. [UMI ADG87-13828] Cohort: Y.

1117 OLSEN, NORMA K. "Labor Supply of Young GED Recipients." Ph.D. Dissertation, Pennsylvania State University, 1989.

The purpose of this study was to examine the relationship between holding a GED credential and the labor supply by 1985 of young married people in the United States. The relationship was examined through the application of an explicit theory of labor supply derived from labor economic theory and practice. This theory provided a model of how individuals make choices between work and leisure and about the number of hours they will devote to each. The responses of 9,136 married members of the NLSY, a longitudinal study of a nationally representative sample of noninstitutionalized youths in the United States, were used to examine the relationship and to permit the generalization of results to the population of married United States young adults. It was uncertain whether a relationship exists between holding a GED credential and labor supply. However, other factors besides holding a GED credential were found to influence labor supply. Nonlabor income was found to be negatively correlated with the number of hours a person contributes to work, while the market wage correlated positively with hours worked. This study documents the existence of factors, other than schooling, which influence labor supply. The recommendations from these findings suggest that planners and policy makers of education for work realize that these other factors must be considered in their evaluation of educational programs. It is imperative that career counselors as well as potential GED test examinees be aware that obtaining a GED credential may not lead directly to employment outcomes. Cohort: Y.

1118 OLSEN, RANDALL J. "The National Longitudinal Surveys of Labor Market Experience Merged Child-Mother Data." *Journal of Human Resources* 24,2 (Spring 1989): 336-339.

This article describes the new child data currently being distributed by the Center for Human Resource Research, The Ohio State University. In 1986, a battery of child assessment instruments was administered to the approximately 5,000 children born to mothers of the NLSY cohort. These child assessment measures included: (1) measures of the home environment and mother-child relationship; (2) measures of early verbal ability of young children; (3) memory tests; (4) math ability; (5) reading ability and comprehension; (6) temperament and behavior problems; (7) the child's self-perception of academic ability and sense of self-worth; and (8) motor and social development. These data are distributed as a Child Assessment Raw Item File. In addition, data from these child assessment were combined with data collected on the NLSY mothers during the 1979-1986 surveys to form a Merged Child-Mother File. This second data set contains information on the mother's family of origin, marital history, income, health history as well as information on each child's family background, family employment and education history, household composition, pre- and post-natal health care, child care experiences, and selected items from the 1986 child assessments. Cohort: C.

1119 OLSON, LAWRENCE. "The Allocation of Time to Vocational School Training." Ph.D. Dissertation, The University of Chicago, 1976.

Economic and statistical techniques are used to analyze training decisions, in which their longitudinal and simultaneous nature is emphasized. The study is set apart from all the rest because of the comprehensive structure and broad data base. The findings show that vocational school trainees spend more time in market activities and are highly motivated. For vocational trainees, age-wage profiles appear to be lower and flatter than those individuals who attend college. Cohort: B.

1120 OLSON, LAWRENCE. "Dropping Out Can Pay: A Study of Private Vocational Schooling." Mimeo, Data Resources, Inc., 1977.

Evidence from a new, national study of private vocational schooling and its effects on the wage rates of young men shows that (1) private vocational schooling can permanently raise wages, but the longer a student attends vocational school the smaller is his subsequent wage increase. In fact, persons who take long programs may earn less than if they had received no training. (2) For most students, length of schooling, and not whether they complete programs, primarily determines the wages they receive. In other words, short programs are preferable to long programs, but government policy may be encouraging students to sign up for long vocational programs from which they subsequently drop out. Cohort: B.

1121 OLSON, LAWRENCE; WHITE, HALBERT; SHEFRIN, H.M. "Optimal Investment in Schooling When Incomes are Risky." *Journal of Political Economy* 87 (June 1979):522-39.

This study demonstrates a tractable method for analyzing schooling investment with risky incomes. Constant relative risk aversion is assumed, and borrowing in a rudimentary capital market is allowed. A linear, variance-components model on log (real income) is estimated. Only unexplained variation is treated as a source of risk. Illustrative empirical results indicate that students should take either four years of college or none at all, depending on time preference, loan availability, and degree of risk aversion. Estimated risk-adjusted rates of return to college exceed 10 percent for some parameter values. Risk adjustments for college rates are small but positive. Cohort: B.

1122 OPITZ, WOLFGANG. "Impacts of Welfare Receipt and Family Disruption on Children." Presented: Baltimore, MD, Annual Meeting of the Population Association of America, 1989.

This working paper uses data on mothers and children from the NLSY and 1986 child assessments to examine the impact of welfare receipt on child development. Specifically examined is the relationship of AFDC histories to: (1) the relationship of motor and social development scores of children aged 3 and 4; and (2) reported behavior problems of children aged 4 and older. It was found that, for children ages 3 and 4, motor and social development scores are higher among children who had continuous welfare histories than are scores among children who had discontinuous histories. Statistically significant greater behavior problems are observed among children with discontinuous AFDC histories compared with children with either no AFDC or continuous AFDC history. Plans for future research are discussed. Cohort: C.

1123 ORTIZ, VILMA. "Generational Status, Family Background, and Educational Attainment Among Hispanic and Non-Hispanic Youth." In: *Latino College Students*, Michael Olivas, ed., NY: Teachers College, 1986.

This study uses data from the NLSY to compare the educational attainment of first-, second-, and third-generation-Hispanic youth to that of non-Hispanic white youth while controlling for family background. It was found that: (1) Hispanic youth are considerably more educationally disadvantaged than non-Hispanic white young people; (2) both disadvantaged family backgrounds and generational status work as explanatory factors; and (3) the impact of parent's education on educational attainment is less strong among the second generation than among other generational groups or non-Hispanic whites. Cohort: Y.

1124 ORTIZ, VILMA and FENNELLY, KATHERINE D. "Early Childbearing and Employment Among Young Mexican, Black and White Women." *Social Science Quarterly* 69, 4 (December 1988).

This paper analyzes data from several waves of interviews with young Hispanic, black and white women who gave birth to their first children before age 22. Using data from the NLS of Young Women, the authors compare the pre- and post-birth labor force participation rates of women from these three racial/ethnic groups before and after adjusting for differences in several background variables. Cohort: G.

1125 ORTIZ, VILMA and SANTANA COONEY, ROSEMARY. "Sex-Role Attitudes and Labor Force Participation among Young Hispanic Females and Non-Hispanic White Females." *Social Science Quarterly* 65,2 (June 1984): 392-400.

The hypothesis that traditional sex-role attitudes explain lower labor force participation of Hispanic females is examined using 1979 interview data from the NLSY. First-generation Hispanic females held significantly more traditional sex-role attitudes than second- or third-generation females or non-Hispanic white females, and both first-

and second-generation Hispanic females were significantly less likely to participate in the labor force than non-Hispanic white females. However, the Hispanic-white difference was found to be due more to differences in educational attainment than in sex-role attitudes. Cohort: Y.

1126 OSTERMAN, PAUL. "The Causes of the Worsening Employment Situation of Black Youth." Report, Assistant Secretary for Policy, Evaluation and Research, U.S. Department of Labor, 1979.

A study was conducted to examine why black youth unemployment has increased and participation rates decreased. The study was conducted in three parts. The first employs 1960 and 1970 Census data to examine the impact of local labor market structure and changes in the structure upon the employment growth of black and white youth. The second part uses data on individuals from the NLS of Young Men to examine the determinants of spells of unemployment and the duration of those spells. The final part of the study employs a variety of sources to determine whether there is any evidence that racial differences in aspiration or behavior can explain the employment differential. Among the findings of the study was that black employment is more sensitive than that of whites to the industrial composition of the labor market and to competition from adult women. The analysis of individuals found that racial differences in background characteristics can account for only half of the differential in unemployment experience. No evidence is found of important racial differences in aspirations or behavior. Cohort: B.

1127 OSTERMAN, PAUL. "The Labor Market for Young Men." Ph.D. Dissertation, Massachusetts Institute of Technology, 1976.

This report studies the operation of the labor market for young men. The research consists of interviews with employers, young workers, and youth workers as well as analysis based on the NLS survey of Young Men. The report seeks to integrate a theory of the nature and impact of adolescent development on labor market behavior with a theory of the institutional structure of labor demand. The theories are tested and applied to policy issues such as youth unemployment and labor market discrimination. Cohort: B.

1128 OSTERMAN, PAUL. "Racial Differentials in Male Youth Unemployment." In: *Conference Report on Youth Unemployment: Its Measurement and Meaning*. U.S. Department of Labor, Washington: U.S. Government Printing Office, 1978.

This research examines the source of racial unemployment differentials by comparing results of a model of unemployment for black and white youth. The findings display significant racial differences in unemployment which continue even after controlling for various personal characteristics and labor market demand. For blacks, the probability of layoff is not much higher than whites, and blacks are more apt to quit into unemployment. Finally, the consequences of unemployment are examined and the results show that unemployment experience seems to have few long term effects; however, long-term adverse consequences are found for blacks. Cohort: B.

1129 OSUAGWU, STELLA C. "Parental Generation Effects on the Marital Fertility of Offspring." Ph.D. Dissertation, University of Pennsylvania, 1981.

Previous studies lend some support to the theorized intergenerational association of family sizes. This research sets out to explore factors in the background of the respondents that can help explain the association. The underlying assumption is that parents (through socialization) and the family of orientation (by its demographic structure) can influence the fertility norms and values of their daughters (especially as they relate to family planning) thereby conditioning them to reproduce the demographic set of their family of orientation. The information for the analyses is obtained from both the 1965 National Fertility Study and the 1967, 1968 and 1973 National Longitudinal Surveys.

Three major hypotheses are examined, viz: (1) mother's and daughter's family sizes are positively correlated; (2) the association is stronger when there has been no intergenerational change in life-style; and (3) daughters from affluent homes tend to have fewer children than others from non-affluent homes. Using the analysis of variance and the multiple classification analysis statistical procedures, it was possible to ascertain the significance of some of the key independent variables. In addition, it was possible to note what changes occurred in the different categories of daughter's completed or expected completed fertility while adjusting for or controlling the independent variables and co-variates. The analysis shows that generally there has been an intergenerational decline in completed fertility with daughters achieving smaller family sizes than their mothers. However, with regards to the hypotheses tested, it is noted that: (1) there is a confirmation of the hypothesized correlation between mother's and daughter's ultimate family sizes; (2) the association is stronger if there has been no intergenerational change in life-style (operationalized in terms of educational attainment). Defined in terms of religion, the relationship is stronger for catholic daughters who did not change and for protestant daughters who changed their religion; and (3) parents' socioeconomic status per se does not show any independent effects on daughter's expected completed fertility. Thus mother's family size, representing the demographic structure of the family of orientation is correlated with daughter's family size. So also are other parents-related variables such as farm background, daughter's education (reflecting the economic opportunities provided by parents), religion and early cultural exposure. These, however, explain only a small proportion of the variance in the dependent variable. Respondent's marriage duration, work experience, attitude to contraception, age at first pregnancy that resulted in a live birth, husband's education and combined income of husband and wife show stronger associations with daughter's ultimate fertility. Of all these, age at first pregnancy that resulted in a live birth emerges as the strongest single predictor of completed fertility. From the foregoing, it is noted that though mother's completed fertility is one of the predictors of daughter's completed marital fertility, it is not a strong one. However, this weak association can be attributed in part to the nature of the data which were not collected specifically for a study on intergenerational association of family sizes. For future studies, it will be ideal to gather information directly from mothers and daughters who have some common characteristics. This will enable the researchers to probe, more intensively, factors that are related to family formation and family building ideals. Finally, it is observed that a confirmed knowledge that daughters tend to reproduce the size of their family of orientation can be of some use to policy formulators. It may help them reach decisions on how best to intervene in or modify some social services that are provided by the state.[UMI ADG 81-17827] Cohort: G.

1130 OWINGS, JEFFREY A.; OWINGS, MARIA F.; STECZAK, CHERYL. "The Impact of Motherhood on the Career Patterns of Working Women: Differences in the Life Histories and Career Status of Mothers and Women Without Children." Presented: Boston, American Educational Research Association, 1980.

Statistical analyses presented here do not contradict the suggestions of theorists in vocational development that the employed mother has many obstacles to surmount as her career develops. That she is more likely to come from lower levels of the socioeconomic ladder and to have completed fewer years of education, coupled with her availability to work only part-time, in some sense accounts for her having to fill lower status jobs. It would seem that such circumstances do not foster upward mobility and, indeed, perhaps perpetuate the past socioeconomic conditions of these women. However, in spite of these influences, these analyses suggest that personal attitudes about childrearing differ significantly between employed mothers and working women who do not have children. Cohort: G.

1131 PALMER, STEVEN K. "An Empirical Investigation of the Determinants of the Length of Full Time Schooling." Ph.D. Dissertation, North Carolina State University at Raleigh, 1975.

The objective of this research is an empirical investigation of the length of full-time formal schooling completed by individuals. The theoretical basis for the research is a life cycle model of human capital accumulation. The estimated "schooling function" provides an empirical test of the implications of the life cycle model and provides quantitative estimates of the partial effects of the exogenous variables employed in the analysis. First, the solution of a life cycle model is presented. The solution is in the form of an implicit function relating the length of specialization in human capital production to the exogenous variables facing the individual. The partial effects of changes in the length of specialization with respect to the exogenous variables provide testable hypotheses suitable for multiple regression analysis. The implicit function cannot be solved for the end of the period of specialization. An approximate solution for the implicit function is derived and the resulting equation is further simplified to a linear form. The coefficients of the linear form are interpreted as representing the corresponding partial derivatives of the implicit function. Next, the abstract variables of the life cycle model are related to observable variables in the data set. A number of variables are assumed to be invariant across individuals and are not included in the empirical formulation. An index of family background variables is used as a proxy for the price of educational inputs facing an individual. The individual's IQ is employed as a proxy for the efficiency parameter of the production function of human capital. A viable proxy for the initial stock of human capital is not available; this leads to an omitted variable and subsequently specification bias in the estimate coefficients. Regression results indicate that the index of family background and the individual's IQ test score are positive and significant determinants of schooling level. This result is predicted by the life cycle model on which the study is based. In terms of elasticities, schooling decisions are about 10 times as responsive to changes in IQ as to changes in the index of family background. Calculated at the mean values of the respective variables, a one percent increase in IQ leads to a two percent increase in educational level while a one percent increase in the index of family background leads to a two tenths of one percent increase in educational level. A tentative implication of this result is that social policies that alter the price of educational inputs through the entire life cycle will not result in large changes in individual schooling decisions. However, it should be recognized that social policies that lead to lower prices of educational inputs early in the life cycle may have somewhat different effects. Cohort: B.

1132 PALMORE, ERDMAN B.; BURCHETT, BRUCE M.; FILLENBAUM, GERDA G.; GEORGE, LINDA K.; et alia. *Retirement: Causes and Consequences.* New York, N.Y.: Springer Publishing Company, 1985.

General linear statistical models were used to study the predictors and the consequences of retirement. The data analyzed were derived from the following longitudinal data sets: the Retirement History Study, the National Longitudinal Surveys, the Panel Study of Income Dynamics, the Duke Work and Retirement Study, the Duke Second Longitudinal Study, the Ohio Longitudinal Study, and the Michigan Study of Auto Workers. Twenty-three major conclusions were reached on the subjects of predictors of retirement, consequences of retirement, determinants of adjustment, reasons for retirement, work after retirement, gender differences, racial differences, and socioeconomic differences. Interpretations of these findings, implications for public policy, and directions for future research are outlined for each topic area. [AgeLine] Cohort: M.

1133 PALMORE, ERDMAN B.; FILLENBAUM, GERDA G.; GEORGE, LINDA K. "Consequences of Retirement." *Journal of Gerontology* 39,1 (1984):109-16.

Six longitudinal data sets are used to examine the consequences of retirement, controlling for preretirement characteristics. Results show: (1) about one-half to three-fourths of income differences between the retired and working was caused by retirement; (2) little, if any, of the health differences are caused by retirement; (3) there are few effects of retirement on social activity; and (4) there are few effects on attitudes such as life satisfaction and happiness. Early retirement, however, has stronger effects than retirement at normal ages. The results show that retirement has different effects depending on type of outcome and timing of retirement. Cohort: M.

1134 PALMORE, ERDMAN B.; GEORGE, LINDA K.; FILLENBAUM, GERDA G. "Predictors of Retirement." *Journal of Gerontology* 37 (1982):733-42.

Predictors of retirement among men were analyzed using data from seven longitudinal studies, multiple definitions of retirement, multivariate analyses, and unbiased statistical techniques. Results show that the predictors of retirement vary depending on how retirement is defined. The strongest predictors of objective retirement among men over age 65 (i.e., employed less than full-time and receiving a pension) are structural factors such as socioeconomic status and job characteristics. The strongest predictors of early retirement (i.e., retiring before age 65) and of age at retirement include both structural factors and subjective factors, such as self- rated health and attitudes. When retirement is defined by amount of employment, job characteristics are more important predictors than all the others combined. Cohort: M.

1135 PARCEL, TOBY L. and MENAGHAN, ELIZABETH G. "Child Home Environment as a Mediating Construct Between SES and Child Outcomes." Working Paper, The Ohio State University, Department of Sociology, 1989.

As part of a larger project predicting child outcomes as a function of mothers' working conditions and child care arrangements, the authors develop measures of children's home environments and investigate their relations with other key variables. Children's home environment is viewed as a critical intervening variable between maternal working conditions and household economic status, on the one hand, and children's social and cognitive child outcomes. Using the NLSY begun in 1979, and its 1986 survey of female respondents' children, measures are developed from subsets of items from Bradley and Caldwell's HOME measures. The authors derive a set of scales that reflect the three major concepts underlying the original measures -- cognitive stimulation, emotional support, and physical environment. Factor-based scales are constructed for two age groups, three to five years (N = 1,391), and 6 years and older (N = 1,218); the three components are also combined to yield an overall measure of the quality of the child's home environment. As expected, higher parental education, better occupational conditions, and more adequate economic resources are associated with better home environments. In turn, better child environments are related to stronger cognitive performance and fewer behavior problems. As with the complete HOME scales, relationships with SES indicators are statistically significant but only moderate in size. The derived measures of home environment provide information that is not captured by structural indicators; the authors view them as important tools for multivariate investigation of the ways in which place in the social structure comes to exert its influence on the development of subsequent generations. Cohort: C.

1136 PARCEL, TOBY L. and MENAGHAN, ELIZABETH G. "Gender Differences in Developmental Patterns of Child Behavior Problems: Evidence from the Children of the NLS Youth." Columbus, OH: The Ohio State University, Department of Sociology, 1988.

This paper examines age by gender interactions in patterns of behavioral problems for 4-15 year old children of the NLSY mothers. The authors derive reliable and valid measures of behavioral problems at three levels of generality: narrow band groupings, wide band groupings, and an overall measure. Looking at the stressor of divorce, it was found that differences in behavior problems by mothers' marital status are greatest among preschool boys and diminish with age, while among girls, differences by maternal marital status are small during the preschool years but increase at later ages. The authors discuss the advantages and disadvantages of using data from large surveys to test hypotheses relevant to child development. Cohort: C.

1137 PARCEL, TOBY L. and MENAGHAN, ELIZABETH G. "Maternal Working Conditions and Child Verbal Ability: Studying the Transmission of Intergenerational Inequality from Mothers to Young Children." Working Paper, The Ohio State University, Department of Sociology, 1989.

This paper develops arguments regarding the impact of maternal working conditions on children's verbal abilities as a vehicle for studying the intergenerational transmission of inequality from mothers to young children. The authors argue that the better paying the mother's job, and the more substantively complex the work activities in her occupation, the higher her child's measured verbal ability. Also expected is a non-linear relationship between maternal work hours and verbal ability. It is argued that the effects of maternal working conditions are mediated by children's experiences at home and in other care arrangements. A sample of 697 3-6 year old children matched to employed mothers in the NLSY in 1986 is utilized. The hypotheses are generally supported controlling for family characteristics and maternal and child background. Directions for future research are noted including extensions to additional child outcomes, incorporation of paternal working conditions into similar models, and investigation of these processes with longitudinal models. Cohort: C.

1138 PARNES, HERBERT S. "The Distribution and Correlates of Unemployment Over a Decade: Variations by Sex, Race, and Age." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1982.

By using four subsets of the U.S. labor force, the author examines the unemployment experience of men who at the end of the decade were 26-34 and 55-69 and women who were 26-34 and 40- 54. Results showed: (1) that many individuals with exposure to the labor force are subject to some unemployment over a ten-year period; and (2) the unemployment varies significantly among the four groups especially among the 26-34 women age group. The average cumulative duration is highest among the 55-69 aged older men cohort. Finally, women's unemployment experience worsens as the labor force participation is measured in terms of its duration. Cohort: B G M W.

1139 PARNES, HERBERT S. "From the Middle to the Later Years: Longitudinal Studies of the Pre- and Post-Retirement Experience of Men." *Research on Aging* 3 (December 1981):387-402.

The NLS data base is briefly described and the findings of several recent studies based on the waves of interviews conducted between 1966 and 1976 are summarized in order to illustrate the variety of subjects relating to aging that can be addressed with the data. Cohort: M.

1140 PARNES, HERBERT S. "Health, Pension Policy and Retirement." *Aging and Work* 6,2 (1983):93-101.

Evidence from the NLS Older Men's cohort shows that self-reported health measures can be used with reasonable confidence to assess the role of health in the retirement decision. Retirement decisions are complex and are influenced by a number of economic and noneconomic factors, although it is not possible to estimate confidently their relative importance. These include health, attitude toward work in general, satisfaction with current job, and level of prospective retirement income. Cohort: M.

1141 PARNES, HERBERT S. "Improved Job Information: Its Impact on Long Run Labor Market Experience." Presented: Philadelphia, Conference on Improving Labor Market Information for Youths, 1974.

The concept of "job information" is explored in terms of the extent to which young workers have adequate labor market knowledge and the factors that appear to be related to variations therein. Evidence is presented on the relationship between how much male youth know about the labor market at one point in time and the wages and occupational assignments they are subsequently able to command. Cohort: B.

1142 PARNES, HERBERT S. "Inflation and Early Retirement: Recent Longitudinal Findings." *Monthly Labor Review* 104 (July 1981):27-30.

The potential effects of continuing high rates of inflation on retirement decisions are unclear, despite a 1978 poll by Louis Harris which has been taken as an indication that high inflation is causing many men to postpone retirement. The trend toward earlier retirement discernible in the longitudinal data between 1966 and 1976 continued without interruption between 1976 and 1978. Moreover, men who had been retired in 1976 showed only slightly more interest in postretirement jobs in 1978 than they had in 1976. The more recent retirees, who had retired between 1976 and 1978, were only slightly more likely to be working, 13 percent versus 10 percent. Retirees were not unmindful of the impact of rising prices, but the chief manifestation of their concern was in the expression of less satisfaction with their economic circumstances. Cohort: M.

1143 PARNES, HERBERT S. "Inflation and the Retirement Decision: Recent Evidence from the National Longitudinal Surveys." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1982.

The persistent trend toward earlier retirement, together with prospective increases in the proportion of older persons in the population, poses financial problems for the social security system and has generated fears that society will be unable or unwilling to bear the increasing burden of adult dependency that these trends imply. Data from the NLS show that the trend toward earlier retirement continued. Though aware of the impact of inflation, few men expressed an interest in postretirement jobs. Cohort: M.

1144 PARNES, HERBERT S. "Longitudinal Surveys: Prospects and Problems." *Monthly Labor Review* 95 (February 1972):11-15.

This paper discusses the design of the NLS studies, the types of data being collected, some of the unique contributions of longitudinal analyses of labor market phenomena, and certain methodological problems of this type of research. Cohort: B G M W.

1145 PARNES, HERBERT S. "Middle-Aged and Older Men in the U.S. Labor Force: Research Findings and Policy Recommendations." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1980.

Several research findings and policy prescriptions based on data from 1966-1978 are presented. The declining labor force participation rates of older men are largely attributable to liberalization of public and private pension programs. Poor health forces more men into retirement than do mandatory retirement plans; those forced out by illness are less satisfied with retirement and more likely to have serious financial difficulties. In the long run, programs to improve the health of the general population will have a salutary effect on men in retirement. Men at mid-life who lose their jobs after long service are unlikely ever to find comparable employment. Maintaining a high level of general employment will help these men avoid economic dependency. Lifetime training about job choices will maximize the individual's labor market adaptability. Most middle-aged and older men who stay in the work force are satisfied with their positions, as are most retirees who left for reasons other than health. Cohort: M.

1146 PARNES, HERBERT S. "The National Longitudinal Surveys: An Interim Assessment." In: *Manpower Research and Labor Economics*, G. Swanson & J. Michaelson, eds., Sage Publications, 1979.

The presentation is divided into five sections. The first contains a brief description of the origins of the National Longitudinal Surveys (NLS). The second describes the study as it has evolved over the years since 1965, including a discussion of the design of the four original samples, the nature and timing of the periodic interviews, and the types of data that have been collected. The third section relates to the administration of the study, with particular reference to the allocation of responsibility for its design and execution. In the fourth, the actual and potential "products" of the project are described in terms of (1) the variety of studies, completed or in progress, that are based upon the NLS data, (2) illustrative research findings, and (3) suggestions for additional types of research for which the data are appropriate. The fifth section draws some lessons from the experience gained in administering this type of longitudinal research. Cohort: B G M W.

1147 PARNES, HERBERT S. "National Longitudinal Surveys: Lessons for Human Resource Policy." In: *Current Issues in the Relationship between Manpower Research & Policy*, Spec Report 7, National Commission for Manpower Policy, 1976.

The general plan and content of the National Longitudinal Surveys directed by Dr. Parnes are described and some implications of the findings are presented in terms of the operation of the labor market, the dual labor market theory, and the effects of education, training, health, labor market information, and initiative. Also included are policy recommendations and a bibliography of selected reports based on National Longitudinal Surveys. Cohort: B G M W.

1148 PARNES, HERBERT S. "The National Longitudinal Surveys: New Vistas for Labor Market Research." *American Economic Review* 65 (May 1975):244-49.

For nearly a decade, the Ohio State University Center for Human Resource Research and the U.S. Bureau of the Census, under separate contracts with the U.S. Department of Labor, have been engaged in the National Longitudinal Surveys (NLS) of Labor Market Experience. A rich data bank is being accumulated that has already served as the basis for thirteen comprehensive research monographs and over seventy-five specialized studies completed by staff members of the Center for Human Resource Research and other researchers throughout the country. The purpose of this paper is to describe the nature and availability of the NLS data and to illustrate the unique kinds of analysis they make possible. Cohort: B G M W.

1149 PARNES, HERBERT S. "An Overview of Results from the National Longitudinal Surveys." *Review of Public Data Use* 9,1 (April 1981):31-38.

The National Longitudinal Surveys of Labor Market Behavior (NLS) have involved repeated interviews since the mid-1960s with national samples of four subsets of the United States population facing special labor market disadvantages. A series of generalizations relevant to labor market policy that can be documented by NLS evidence is offered. Cohort: B G M W Y.

1150 PARNES, HERBERT S. *Unemployment Experience of Individuals Over a Decade.* Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1982.

Large proportions of individuals with labor force exposure experience some unemployment over a ten-year period: majorities of young men and women and three or four out of ten of the older groups. Unemployment is very unevenly distributed within each of the cohorts: ten percent of the unemployed who had the longest cumulative durations accounted for between 35 and 40 percent of all the unemployment that occurred during the decade under review. When those with no unemployment are also considered, the five percent of all individuals with the most unemployment accounted for over one-half of all unemployment among the older men and between 29 and 45 percent in the other three cohorts. Unemployment means not only the lost earnings attributable directly to the periods of enforced idleness, but leads also to long term reductions in earning capacity, especially among the younger men and women. Multivariate analysis reveals that the characteristics that bear the strongest and most consistent relationship with the incidence and/or duration of unemployment are educational attainment, occupational and industrial affiliation, interfirm mobility, and length of service in the job held at the beginning of the decade. Nevertheless, these factors, together with several others account for only small proportions --in the range of 10 to 25 percent-- of the total variation in unemployment experience. A substantial amount of unemployment experience appears to result either from being in the wrong place at the wrong time, or from personality characteristics that generally go unmeasured. The extreme concentration of the economic and psychological burdens of unemployment among relatively small proportions of labor market participants is cause for concern, especially in view of the evidence that unemployment produces a long term deterioration in earning capacity. On the brighter side, the fact that the temporal distribution of chronic unemployment is similar to that of total unemployment and that both are responsive to variations in general economic conditions tends to dispel the most pessimistic interpretations of structural unemployment. On the theoretical level, the findings make suspect the modern neoclassical interpretations based on search theory, according to which all unemployment is really voluntary. Cohort: B G M W.

1151 PARNES, HERBERT S. *Work and Retirement: A Longitudinal Study of Men*. Cambridge: MIT Press, 1981.

Race, health, and employment difficulties are examined as they influence both labor market decisions and quality of life. A variety of significant findings result from dealing with actual retirement decisions with data from the NLS of Older Men The opening chapter introduces the sample and the data base. Subsequent chapters take up changes over the studied decade in black-white differences in the labor force participation of older males, the retirement experience, and family adjustment to poor health and mortality. The methodological and statistical formulations on which the study is based are developed in appendices. The fact that the data were collected through repeated interviews with the same group of individuals over a ten-year period allows certain kinds of analysis that would not be possible in other situations-- for example, the attitudes of men before retirement decisions that would not be possible after the fact. Cohort: M.

1152 PARNES, HERBERT S.; ADAMS, ARVIL VAN; ANDRISANI, PAUL J.; KOHEN, ANDREW I.; et alia. "The Pre-Retirement Years, Volume 4." Manpower Research Monograph 15, Volume 4. Washington, D.C.: U.S. Government Printing Office, 1975.

A unique set of longitudinal data collected by personal interviews with the same sample of men in 1966, 1967, 1969, and 1971 provides information on a number of facets of the labor market experience and behavior of middle-aged men. Since the data contain a complete record of the labor market activity of the men over a five-year period, both the antecedents and consequences of particular events and courses of action can be examined. Moreover, the five years in question are an unusually interesting half decade, for they should reflect whatever short-run impact the civil rights movement has had upon the relative employment status of middle-aged black men. Also, these years include a three-year span in which the labor market was relatively tight and improving (1966-1969) as well as a two-year period during which unemployment rose considerably (1969-1971). The fact that changes between 1967 and 1969 can be compared with those between 1969 and 1971 for the same group of individuals permits one to analyze the effect of a change in the economic environment on the labor market experience of the men under consideration. Cohort: M.

1153 PARNES, HERBERT S.; CROWLEY, JOAN E.; HAURIN, R. JEAN; LESS, LAWRENCE; et alia. *Retirement Among American Men*. Lexington, MA: Lexington Books, 1985.

Fifteen years of data from a nationally representative sample of men age 45-59 in 1966 show that by 1981 most had retired. One third of all retirements and almost half of those by black men were caused by poor health; fewer than five percent of retirees were forced from their jobs by mandatory plans; about 10 percent of retirees were forced from their jobs by mandatory plans; about 10 percent left the labor market in discouragement due to labor market adversity. Most retirements, however, are voluntary, and most take place before age 65. Trends in mortality differentials show that general improvements in health and medical care have benefited all groups, especially the chronically ill. The data highlight a trend toward early retirement in the 1960s and 1970s and show that only 30 percent of retirements actually took place at the age men expected when asked at age 59. Economic well being, leisure activities and social interactions, psychological and physical well being are examined. The experience of the minority who continue to work beyond the normal retirement age is also analyzed. Cohort: M.

1154 PARNES, HERBERT S.; EGGE, KARL A.; KOHEN, ANDREW I.; SCHMIDT, RONALD M. "The Pre-Retirement Years, Volume 2." Manpower Research Monograph 15, Volume 2. Washington, D.C.: U.S. Government Printing Office, 1970.

Data from the first and second interviews of men who were age 45-59 years in mid-1966 are used in this progress report on the longitudinal study to describe the magnitude and the patterns of change that have occurred during the one-year period in the labor market status of members of the sample and in certain other characteristics that have an important effect on labor market activity. Cohort: M.

1155 PARNES, HERBERT S.; FLEISHER, BELTON M.; MILJUS, ROBERT C.; SPITZ, RUTH S.; et alia. "Introduction." In: Years for Decision, Volume 1. Manpower Research Monograph 24, Volume 1, 1971.

The volume aims to explain the variation in school and labor market experiences and in the educational aspirations of young women. This introduction identifies these variables: unemployment, mobility, educational and occupational aspirations, labor force participation, formative influences, marital and familial characteristics, financial status, actual education and training, health and attitude, and explains how they were assessed by the study itself. Cohort: G.

1156 PARNES, HERBERT S.; FLEISHER, BELTON M.; MILJUS, ROBERT C.; SPITZ, RUTH S. "The Pre-Retirement Years, Volume 1." Manpower Research Monograph 15, Volume 1. Washington, D.C.: U.S. Government Printing Office, 1968.

As the prologue to an intensive study of the labor market experience and behavior over a five-year period of males who were age 45-59 in mid 1966, this study examines their status at the time of the initial interview in mid 1966, and seeks explanations for variations in current status on the basis of a large number of economic, social, and psychological variables. Specific areas discussed include the extent of their current participation in the labor market, susceptibility to unemployment, distribution in the labor market, the duration of service in current jobs, and rates of pay. In addition to describing the pattern of occupational and geographic change during their working lives to date, their attitudes toward working in general and their jobs in particular, and their reactions to certain types of job changes, including complete withdrawal from the labor market are explored. Variations in all these aspects of behavior and attitudes have been sought in terms of a large number of demographic, economic, and attitudinal characteristics, and numerous relationships that have been uncovered appear to have explanatory and predictive value. Cohort: M.

1157 PARNES, HERBERT S.; GAGEN, MARY G.; KING, RANDALL H. "Job Loss Among Long-Service Workers." In: *Work and Retirement: A Longitudinal Study of Men*. Cambridge, MA: MIT Press, 1981.

This article investigates that part of the group of Older Men 45-59 in 1966 who had lost their jobs involuntarily, and using data from the 1976 survey examines the impact of this loss on their later work lives and attitudes. Unmarried men seem more likely to be displaced than married men, and private sector employees seem much more likely to be than those in the public sector. Seniority and average hourly earnings appear to play little part in determining displacement, although establishments with no pension plan seem much more likely to displace workers. Although 40% of displaced workers were apparently immediately able to move into new jobs, and the percentage of workers unemployed in 1976 who had been displaced in 1969 or before was the same as the unemployment percentage of workers never displaced, the average hourly earnings for displaced workers was 22% less the average figure for those never displaced, and, so far, there is no evidence that this or its psychological effects soften with time. Cohort: M.

1158 PARNES, HERBERT S. and GRASSO, JOHN T. "The National Longitudinal Surveys: A Progress Report." *Review of Public Data Use* (January 1975):23-28.

To facilitate use by the research community, the public use data files and documentation of the National Longitudinal Surveys of Labor Market Experience (NLS), previously issued by the Demographic Surveys Division of the Bureau of the Census, have been substantially revised by the Ohio State University Center for Human Resource Research. The Center will also be responsible for issuing all future updates of the files. The nature of the changes that have been made in the data files is outlined in this progress report, which describes in some detail the characteristics of the new documentation. The data were originally collected and analyzed under contract with the Manpower Administration of the U.S. Department of Labor but are now available to all interested researchers. Cohort: B G M W.

1159 PARNES, HERBERT S.; JUSENIUS, CAROL L.; SHORTLIDGE, JR., RICHARD L. "Dual Careers, Volume 3." Manpower Research Monograph 21. Washington, D.C.: U.S. Government Printing Office, 1975.

This report focuses on two problems which women in the labor force are likely to encounter. The first is the changing occupational distribution of women. Over the past decade concern has arisen regarding both the distribution of women among occupations and the low wages generally associated with those jobs in which most women are employed. Here we examine, for the time span 1967 to 1972, the extent to which women left (or entered) occupations which society views as "acceptable" for them. Also discussed is the relationship between type of occupation and selected socioeconomic variables; the impact of occupational change on wage rates is of particular importance. The second problem is the changing demand for child care facilities. This deals with arrangements made by women in the labor force during 1971 who had at least one child under 18 years of age. The analysis relates both demographic and socioeconomic characteristics of these women to the various forms of child care which they used. Also examined is the need for public and private forms of child care among women with different family, economic, and labor force characteristics. Changes which occurred between 1965 and 1971 in the utilization of different types of child care arrangements are discussed. Cohort: W.

1160 PARNES, HERBERT S.; JUSENIUS, CAROL L.; BLAU, FRANCINE D.; NESTEL, GILBERT; et alia. "Dual Careers, Volume 4." Manpower Research Monograph 21. Washington, D.C.: U.S. Government Printing Office, 1976.

Irrespective of marital status, the degree of success that women enjoy in the labor market is substantially related to the extent of their previous investments in human capital. To take the most obvious example, the number of years of schooling a woman has completed bears a substantial positive relationship with her earnings in 1972, with the socioeconomic status of her first job after leaving school, with the extent of her upward occupational mobility between her first and 1967 jobs and over the five-year period between 1967 and 1972, and with the likelihood of her having pursued a career. Like education, training also contributes to labor market success. Women who have participated in training programs outside regular school are more likely than comparable women without such training to have pursued careers, to have experienced upward occupational mobility, and to enjoy high current earnings. Cohort: W.

1161 PARNES, HERBERT S. and KING, RANDY. "Middle-Aged Job Losers." *Industrial Gerontology* 4 (Spring 1977):77-95.

The characteristics and consequences of a permanent involuntary separation among middle-aged workers with at least five years of attachment to their employer is the focus of this analysis. Displaced workers tended to be older, to be at work in private sector nonunionized jobs in the trades and manufacturing sectors, and were likely to be married as compared to nondisplaced men. Those who were subsequently employed were more likely than their control counterparts to be in lower status jobs, with less growth in hourly and annual earnings, and also more likely to experience declining health and a sense of alienation. Cohort: M.

1162 PARNES, HERBERT S. and KOHEN, ANDREW I. "The Labor Market Experience of Noncollege Youth: A Longitudinal Analysis." In: *From School to Work: Improving the Transition*. National Commission for Manpower Policy. Washington: U.S. Government Printing Office, 1976.

The factors associated with variations in earnings, occupational status, and unemployment experience among a relatively homogeneous segment of the labor force--young men and young women who had ended (at least temporarily) their formal education at some level before college graduation, are identified. Among the findings are that educational attainment strongly influences earnings and occupational positions; labor market exposure and knowledge of the world of work are both positive factors; interfirm mobility appears to influence earnings somewhat; marital status is very important for males while not as significant for women; residents of large cities have advantages in wages and positions; collective bargaining imparts substantial wage advantages; and for men, private sector employment is better than public sector, with the opposite true for women. Cohort: B G.

1163 PARNES, HERBERT S. and KOHEN, ANDREW I. "Occupational Information and Labor Market Status: The Case of Young Men." *Journal of Human Resources* 10 (Winter 1975):44-55.

The results of an occupational information test display a positive relationship between scores and the education, I.Q., and socioeconomic status of each participant. Furthermore, the young men whose origins are in urban areas scored significantly higher than those individuals from rural areas.Two years following the test, youth who scored higher were able to obtain better paying positions. The human capital theory and educational policy support these findings. Cohort: B.

1164 PARNES, HERBERT S. and LESS, LAWRENCE. "From Work to Retirement: The Experience of a National Sample of Men." Special Report to the U.S. Department of Labor, Center for Human Resource Research, The Ohio State University, 1983.

Based upon 1966-1980 data from the NLS of Older Men, this monograph: (1) explores the effect of alternative definitions of retirement on the numbers and characteristics of retirees; (2) examines economic aspects of life after retirement, including the extent and character of post- retirement labor market activity and the level and sources of post-retirement income; and (3) analyzes several social-psychological facets of retirement, including post-retirement leisure activities, the determinants of psychological well-being of retirees, and the impact of retirement on level of life satisfaction. The relation between retirement and life satisfaction is found to vary depending upon the specification of the multivariate model. Cohort: M.

1165 PARNES, HERBERT S. and LESS, LAWRENCE. "Variation in Selected Forms of Leisure Activity Among Elderly Males." In: *Current Perspectives on Aging and the Life Cycle*, Volume 1. Work, Retirement, and Social Policy, Z. Blau, ed., Greenwich, CT: JAI Press, 1985.

Based on 1978 data collected from the Older Men's cohort, this study uses both tabular and multivariate analysis to explore factors associated with variations in patterns of leisure time activity of retired and nonretired members of the sample. Six forms of leisure activity are covered: exercise, reading, hobbies, home maintenance, visiting, and volunteer work. Systematic relationships are found between the extent of leisure time activity and other characteristics of the men. As would be expected, retired men devote more time than nonretired men to the specified activities. Health, occupational level, and family income all bear positive relationships to the pursuit of leisure time activity. The fact that occupational level and family income have independent effects suggests that the type of work men do is related to leisure pursuits not only through income but through the character of interests associated with different occupational levels. Cohort: M.

1166 PARNES, HERBERT S.; LESS, LAWRENCE; NESTEL, GILBERT. "Work and Retirement Data: National Longitudinal Surveys of Middle-Aged and Older Men 1966-1976." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1980.

The National Longitudinal Surveys of Labor Market Behavior permits the examination of how the status and characteristics of the same group of individuals change over time. About 150 statistical tables are presented from the NLS of Older Men, a national sample of men who were between 55 and 69 years of age in 1976. The data provided serve a wide range of interests on the part of researchers, policy-makers, and practitioners in the human resource field. Cohort: M.

1167 PARNES, HERBERT S. and MEYER, JACK A. "Withdrawal from the Labor Force by Middle-Aged Men, 1966-1967." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1971.

This paper analyzes the characteristics of 98 middle-aged men who withdrew from the labor force between the summer of 1966 and the summer of 1967. Further, it presents the circumstances under which these changes in labor force status occurred and ascertains the extent to which they represent irreversible moves out of the labor force. Cohort: M.

1168 PARNES, HERBERT S.; MILJUS, ROBERT C.; SPITZ, RUTH S. "Career Thresholds, Volume 1." Manpower Research Monograph 16, Volume 1. Washington, D.C.: U.S. Government Printing Office, 1969.

Data drawn from interviews conducted during October-December 1966 with the NLS of Young Men ages 14 to 24 provides the basis for examining the relationships between selected demographic, attitudinal, and educational characteristics of male youth in the United States and their labor market experience and occupational aspirations. The cohort's labor force participation, unemployment experience, employment patterns, labor market knowledge, job attitudes, and educational and occupational aspirations as of the time of the initial survey in 1966 are analyzed and explanations for variations in these factors based on a large number of economic, social, and psychological variables are offered. Cohort: B.

1169 PARNES, HERBERT S. and NESTEL, GILBERT. "The Early Labor Market Experience of College Graduates." Presented: Chicago, 32nd National Conference on Higher Education, 1977.

Young men and young women who earned baccalaureate degrees in the late 1960s and early 1970s enjoyed substantial labor market advantages in 1973 over individuals with lesser amounts of education who had been out of school for comparable periods of time. Male graduates also showed substantial improvement in employment stability, occupational status, and earnings during the first six or seven years in the labor market, and earnings growth for them is more rapid than for men who have started college but not completed baccalaureate degrees and for those with just high school diplomas. Female graduates, however, were no more likely than women with lesser amounts of education to have improved their occupational status or earnings in this period. College graduates whose degrees are in business or in science, math, or engineering enjoyed substantial earnings advantages over those with degrees in education, the humanities, and social science. College graduates in the early 1970s were equally as likely to enter high-level jobs as those in the late 1960s. The later graduates were, however, less likely to move up the occupational ladder during their first two years in the labor market. Cohort: B G.

1170 PARNES, HERBERT S. and NESTEL, GILBERT. "Early Retirement." In: The Pre-Retirement Years, Volume 4, H.S. Parnes, ed., Center for Human Resource Research, The Ohio State University, 1974.

Retirement before the conventional age of 65 has become increasingly common in recent years, and its impact on social insurance trust funds and private and public pensions widely debated. A quantitative assessment of the factors associated with an expected early retirement among middle-aged men in the labor force in 1971 and their importance in explaining the actual retirements within this age group between 1966 and 1971 is provided. A profile of the latter men, all of whom were less than 65 years of age in 1971, is also presented with particular attention directed at their work experiences and sources and adequacy of postretirement incomes. The importance of health, expected post-retirement incomes, economic need, and job satisfaction for the retirement decision is highlighted by these data. The decline in family income after retirement is also documented as well as the small number of men who report some work experience or an intention to work after retirement. Cohort: M.

1171 PARNES, HERBERT S. and NESTEL, GILBERT. "Factors in Career Orientation and Occupational Status." In: Dual Careers, Volume 4, H.S. Parnes, ed., Center for Human Resource Research, The Ohio State University, 1975.

Women are increasingly participating in the labor force and working at jobs that historically have been filled by men. Multivariate techniques are used to characterize "career" women and to explain the occupational status of women at various stages of their work lives. Racial differences are also highlighted. The evidence suggests that relatively few married women in their late 30s and 40s in 1972 had work histories that could be described as careers. Formal education, marital and child status, and selected characteristics of the work experience such as receipt of training explain some of the occupational mobility observed within the periods analyzed. Cohort: W.

1172 PARNES, HERBERT S. and NESTEL, GILBERT. "The Incidence, Distribution, and Correlates of Unemployment Over a Decade Among Males by Age and Race." Proceedings of the Social Statistics Section, American Statistical Association (1980):401-406.

This paper analyzes the unemployment experience over the decade 1966-1976 of two NLS samples of males: youth who in 1966 were 16 to 24 years of age and not enrolled in school, and men who in the same year were between the ages of 45 and 59. Three issues are considered: (1) the racial distribution of the cumulative weeks of unemployment over the decade; (2) the determinants of the incidence of unemployment in the decade; and (3) the factors affecting the cumulative duration of the unemployment among those with some unemployment. A multiple classification analysis (MCA) is used in the later two cases. Perhaps the most interesting finding from these analyses was the similarity among the four age-race groups in the distribution of total unemployment. Five percent of the sample of young men accounted for 38 percent of the total weeks of unemployment; for the older men, four percent of the sample accounted for more than half of the total unemployment in the decade. The correlates of unemployment and its duration differed by age, however. For example, the social psychological measures affected these outcomes among older men but were insignificant factors for the younger male cohort. Cohort: B M.

1173 PARNES, HERBERT S. and NESTEL, GILBERT. "Middle-Aged Job Changers." In: The Pre-Retirement Years, Volume 4, H.S. Parnes, ed., Center for Human Resource Research, The Ohio State University, 1974.

About 1 in 8 middle-aged men at work as wage and salary earners in survey week 1966 left their employer in the subsequent five-year period. The factors affecting their propensity to change jobs, and the importance of the latter construct and job opportunities as predictors of actual mobility are explored with multivariate techniques. The stability of the propensity relationship and the significance of the economic environment are also quantitatively assessed. The paper also contains a discussion of the economic and noneconomic consequences of a change in employer. Cohort: M.

1174 PARNES, HERBERT S.; NESTEL, GILBERT; LESS, LAWRENCE. "The National Longitudinal Surveys Ten-Year Data Book for Middle-Aged and Older Men, 1966-1978." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1980.

This monograph contains about 150 tables that summarize the current status and prior life experience of a representative sample of men who at the time of reinterview in 1976 were between 55 and 69 years of age. Only limited analysis of the content of each of these tables is included. Separate distributions are provided for each of three-age categories and for two racial groups. The tables are further categorized into two major types. The first set contains a demographic profile of the men at the time of their initial interviews in 1966 and summarize their backgrounds, prior work experiences, attitudes toward work, health status, and characteristics of their 1966 survey week jobs. The second set is more extensive and includes two sections for each table. The first part of the table summarizes the experiences of the same group of men in 1966, 1971 and 1976 and provides information about their behavior as they age five and ten years. The second part controls for the age of the respondent and asks whether the behavior differs at two to three points in time. At issue is whether the behavior varies for the same age cohort over time. Among the characteristics studied are marital and family attributes, extent of post-school training, mobility measures (geographic, employer, occupational), attitudes toward retirement, survey week status, and characteristics of survey week job. Cohort: M.

1175 PARNES, HERBERT S.; NESTEL, GILBERT; ANDRISANI, PAUL J. "The Pre-Retirement Years, Volume 3." Manpower Research Monograph 15, Volume 3. Washington, D.C.: U.S. Government Printing Office, 1973.

A national sample of middle-aged men, first interviewed in the summer of 1966 when they were between 45 and 59 years of age, are reinterviewed for this five-year longitudinal study by a mail questionnaire in mid-1968 and by personal interviews in mid-1969. Data describe the magnitude and patterns of change in the status of the respondents that have occurred over the first three years of the study and identify some of the causes and consequences of these changes. Cohort: M.

1176 PARNES, HERBERT S.; NESTEL, GILBERT; CHIRIKOS, THOMAS N.; DAYMONT, THOMAS N.; et alia. "The Pre-Retirement Years, Volume 5." Springfield, VA: National Technical Information Service, 1979.

The pre-retirement labor market behavior and the post-retirement experience of men between ages 45 and 69 are examined. This analysis shows the extension of the surveys beyond the originally planned five years. Both labor market behaviors and post-retirement experience are based on longitudinal data collected by periodic personal interviews with the same sample of men between 1966 and 1976. This volume was published by MIT Press as *Work and Retirement*. Cohort: M.

1177 PARNES, HERBERT S. and NESTEL, GILBERT. "Retirement Expectations of Middle-Aged Men." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1971.

Data from the first and second-round personal interviews of the NLS survey of middle-aged men are used to study the factors affecting the decision to retire and its short-run stability. Multivariate techniques are used to isolate the importance of age, race, financial needs, ability to work, and resources in the absence of work as factors affecting an expectation of early retirement (prior to age 65) and changes in retirement expectations between 1966 and 1967. The authors find that economic and noneconomic factors are important in conditioning these expectations. Less conclusive evidence is provided that the same factors are important in explaining changes in these expectations. Some of the reasons for the latter finding are also explored. Cohort: M.

1178 PARNES, HERBERT S. and NESTEL, GILBERT. "The Retirement Experience." In: *Work and Retirement: A Longitudinal Study of Men*, H.S. Parnes, ed., Cambridge: MIT Press, 1981.

This paper addresses three research issues about the retirement decision among retired men interviewed in 1976: (1) The relative importance of an unwilling separation from a job because of a mandatory retirement provision, a withdrawal because of poor health, or a "voluntary" choice to retire. The distribution of the reason retired obtained from a retrospective question asked in 1976 is compared with the responses obtained from the panel response immediately prior to the actual retirement. (2) How does the reason retired vary by demographic and employment characteristics of retirees? (3) Is the post-retirement work experience, economic status, and life satisfaction related to reason retired? The authors find that only a small percentage of the retirements were involuntary (no more than five percent) in the sense that workers wanted to continue working at their jobs but were unable to do so. Health was a major reason for withdrawal with about 40 percent of the men reporting a health problem preceding their retirement. About twenty percent of the retirees were at work in survey week 1976 and only a small proportion of those not at work expressed an unqualified interest in working. There is little evidence that retirees are unhappy with the timing of their retirement or their life in retirement. Only those with health problems appear to be at some disadvantage. Cohort: M.

1179 PARNES, HERBERT S. and RICH, MALCOLM C. "Perspectives on Educational Attainment from the National Longitudinal Surveys of Labor Market Behavior." *Research in Sociology of Education and Socialization* 1 (1980): 161-188.

This paper discusses in general the four original NLS cohorts with particular emphasis on the applicability of these data sets for the study of the educational experiences of Americans. While indicating the difficulty of generalizing from numerous studies based on these data, the authors indicate that it appears clear that ability and parental socioeconomic status have a major impact on educational attainment, while some other significant factors can be more tentatively identified. In addition, the process of educational attainment appears basically similar for blacks and whites, and for males and females. Cohort: B G M W.

1180 PARNES, HERBERT S.; SHEA, JOHN R.; SPITZ, RUTH S.; ZELLER, FREDERICK A. "Dual Careers, Volume 1." Manpower Research Monograph 21. Washington, DC: U.S. Government Printing Office, 1970.

Data from the first interview (1967) of Mature Women age 30-44 in 1967 are used to examine their labor market status and attitudes, as well as their prior work experience and plans for the future. Marital history and status, family background, health, education, income patterns and attitudes toward work and home are investigated, as are participation in the labor force, occupation, rate of pay, transportation, and child care. Part-time employment and its ramifications are explored. Occupational and geographic mobility and movement are studied and their relationship to career beginnings shown. Work attitudes and job attachment are evaluated; and, finally, major sources of variation in labor market behavior are explored and found to be largely race, education, marital status, ages of children, and work-related attitudes. Cohort: W.

1181 PARNES, HERBERT S. and SHEETS, CAROL T. "The National Longitudinal Surveys Data Files: Content and Structure." In: *Data Bases in the Humanities and the Social Sciences*, J. Raber & G. Marks, eds., New York: North-Holland Publishing, 1980.

This paper presents a brief description of the objectives and the content of the NLS surveys and the characteristics of the data files. Cohort: B G M W.

1182 PARNES, HERBERT S. and SPITZ, RUTH S. "A Conceptual Framework for Studying Labor Mobility." *Monthly Labor Review* 92 (November 1969):55-58.

A discussion of a method of measuring mobility as a propensity to change jobs in response to economic incentives using data from two national samples of employed men leads to the conclusion that labor mobility is a much more complex phenomenon than would be imagined on the basis of conventional labor market theory, which tends to perceive labor as a more or less homogeneous and fluid factor continuously flowing in the direction of net economic advantage. Cohort: B M.

1183 PARNES, HERBERT S. and SPITZ, RUTH S. "Hypothetical Questions as Measures of Labor Mobility." Proceedings of the Social Statistics Section of the American Statistical Association (1969):182-91.

From a methodological point of view, findings suggest that a question posing a hypothetical job offer can be used as a measure of the mobility of workers, defined as their propensity to change employers in response to a perceived economic advantage in doing so. From a substantive point of view, perhaps the most important conclusion to be drawn from findings to date is that labor mobility is a much more complex phenomenon than would be imagined on the basis of conventional labor market theory, which tends to conceive of labor as a more or less homogeneous and fluid factor continuously flowing in the direction of net economic advantage. Cohort: B M.

1184 PARNES, HERBERT S. and SPROAT, KEZIA. "A Description of the National Longitudinal Surveys." In: *ARRIVE: Annual Review of Research in Vocational Education*, Vol. 1. (1980):323-30.

The National Longitudinal Surveys of Labor Market Experience began in 1965 when the U.S. Department of Labor contracted with the Center for Human Resource Research, The Ohio State University to conduct longitudinal studies of the labor market experience of four specific age- sex groups of the American population. Under a separate contract with the U.S. Labor Department, the Bureau of the Census was made responsible for the design of the sample, the field work, and data processing. A brief history of the surveys is provided as well as the research possibilities of the data. Cohort: B G M W.

1185 PARROW, ALAN A. "Labor Sectors and the Status Attainment Process: Race and Sex Comparisons." Final Report, Employment and Training Administration, U.S. Department of Labor, 1981.

Various hypotheses from the theory of dual labor markets about why race and sex differentials in earnings and occupational attainments continue to exist are tested. Using eight year panel data from the NLS of Young Men and Young Women, simultaneous equation models and dynamic models of mobility are used to compare the early career processes of black and white men and women. In general, the empirical evidence does not support the notion of a strict bimodal division of the economy into primary and secondary labor sectors. Mobility exists between the sectors and the earnings structure shows only minimal evidence of bipolarization. Cohort: B G.

1186 PARROW, ALAN A. "Labor Sectors and the Status Attainment Process: Race and Sex Comparisons." Ph.D. Dissertation, Duke University, 1981.

A large body of research in both sociology and economics has attempted to explain race and sex differences in placement within the American stratification system. Grounded in functionalist and neo-classical theories, prior empirical studies have focused almost exclusively on individual characteristics as sources of explanation of attainments. The present research goes well beyond these efforts by including measures of structural constraints on attainment in addition to the standard measures of individual characteristics. Of particular interest are hypotheses about the long term consequences of sectoral placement in a segmented (dual) labor market. Using eight year panel data from the NLS of Young Men and Women, simultaneous equation models and dynamic models of mobility are used to compare the career processes of black and white men and women. The empirical evidence from these analyses does not support the notion of a strict bimodal division of the industrial economy into primary and secondary sectors. Mobility exists between the sectors and the earnings structure shows only minimal evidence of bipolarization. Nor is there any evidence that the underlying processes by which wages are assigned to given levels of occupational achievement in the two sectors differ. Finally, despite the DLM stress on institutional factors which impede mobility (especially those falling under the headings of internal labor markets), the present data seem to suggest the lack of any long term effects on occupational training or employment stability within careers. What is revealed by the study is a distinct pattern of discrimination even within sectors of the economy. Though race discrimination continues to exist, sex discrimination appears to be far more striking and pervasive. This sex discrimination appears to occur primarily as a result of occupational segregation and industrial segregation at a level too fine to be captured by a gross dichotomization of industries. A call is given for more research wherein the unit of analysis is the industry or firm. Cohort: B G.

1187 PARSONS, DONALD O. "The Autocorrelation of Earnings, Human Wealth Inequality, and Income Contingent Loans." *Quarterly Journal of Economics* 92 (November 1978):551-69.

Estimates of the covariance structure of earnings are presented for white male wage and salary earners in the United States. These estimates for intervals up to six years are then characterized by a two-component error structure, a simple autocorrelation scheme and an additional random element, the structure of which is used to estimate the variance of present values of earnings. The implications of these estimates, undertaken for three schooling levels (S = 12, 13-15, and 16), are then derived for the measurement of economic inequality and the optimal design of income contingent educational loans. Cohort: B.

1188 PARSONS, DONALD O. "The Cost of School Time, Foregone Earnings, and Human Capital Formation." *Journal of Political Economy* 82 (March/April 1974):251-66.

A simple educational investment model is used to demonstrate that, if students are subject to borrowing constraints, foregone earnings are not identical to schooling time costs, since students will sacrifice leisure as well as earnings. Direct measurement of schooling hours and work hours of young males reveals that at the high school level the bulk of school hours results from foregone leisure. A review of the foregone-earnings measures used in a number of major human capital studies is undertaken to determine the approximate bias in human capital formation and rate-of-return estimates resulting from this source. Cohort: B.

1189 PARSONS, DONALD O. "The Decline in Male Labor Force Participation." *Journal of Political Economy* 88 (February 1980):117-34.

The rate of nonparticipation in market work among prime-aged males in the United States has risen persistently during the postwar period. The rate among males aged 45-54, for example, has risen from 4.5 percent to 8.4 percent from 1947 to 1976, with similar trends among other age groups. The principal hypothesis explored is that labor force withdrawal has been induced by the rapid expansion of welfare alternatives to work, principally the Social Security disability program. Cross-sectional evidence strongly confirms this hypothesis. Time-series projections of the cross-sectional model, moreover, track actual postwar trends in male labor force participation reasonably well. Cohort: M.

1190 PARSONS, DONALD O. "Health, Family Structure, and Labor Supply." *American Economic Review* 67 (September 1977):703-12.

This study discusses the interrelationship between health and the family's allocation of time. The author focuses attention on health effects of the joint labor supply of both spouses, and to the differential labor supply responses to poor health of married and single men. The impact of health on home production hours indicates how well older individuals and families can economically survive health problems. The empirical results indicate that married men in poor health work significantly more hours than single men, which is consistent with the belief that married men can marshal resources other than their own time (ie. wives' time, when faced with a health problem). Estimation of a simultaneous model of male labor supply suggests that other family income does not have a substantial effect on labor supply but that male labor supply has a significant effect in other family income. Only in households where the wife has a high level of education, does other family income increase. Finally, declining health of each partner leads to substantial market time withdrawal, while home work remains unchanged. Cohort: M.

1191 PARSONS, DONALD O. "Intergenerational Wealth Transfers and the Educational Decisions of Male Youth." *Quarterly Journal of Economics* 89 (November 1975):603-17.

Results strongly document Knight's assertion about the effect of social institutions, particularly the family, on income distribution. Both the quantity and productivity of educational investments are significantly determined by family wealth, human and physical, parental schooling, and number of siblings. The intergenerational social question is how social institutions can be altered to reduce the relative disadvantage of individuals born into less well-placed families if that goal is, in fact, desirable. The rather modest contribution of this paper to that end is to give some quantitative measure to the relative importance of the major channels by which family characteristics influence schooling choice. Cohort: B.

1192 PARSONS, DONALD O. "The Male Labor Force Participation Decision: Health, Reported Health, and Economic Incentives." *Economica* 49 (1982):81-91.

In this study, a recursive model of non-participation and self-rated health is estimated. Economic incentive variables strongly influence the participation decision and health assessment. In addition, the magnitude of bias in labor supply models that use self-rate health is estimated. Cohort: M.

1193 PARSONS, DONALD O. "Models of Labor Market Turnover: A Theoretical and Empirical Survey." *Research in Labor Economics* 1 (1977):185-223.

The author surveys some of the recent theoretical and empirical contributions to job attachment or, conversely, job turnover and explores the theoretical developments in search models of worker behavior. This is followed by a discussion of current labor market models of the firm with stress on firm turnover behavior in the presence of specific human capital and incomplete information. The recent literature introducing uncertainty into the firm-worker interaction is also reviewed. A number of important empirical studies of turnover behavior are examined. Most of these studies are only vaguely guided by current theory. Cohort: M.

1194 PARSONS, DONALD O. "On the Human Wealth of Females Across Generations." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1976.

Using data from four NLS cohorts, the author estimates a recursive model in which family background first influences the daughter's schooling and then, with schooling, influences husband's characteristics and her market wage. The influence of family background on female economic well-being is empirically assessed, considering several measures of well-being: female schooling, husband's schooling and income, and finally female wages. The analysis of female schooling suggests that the four background characteristics considered (father's wage rate and schooling, mother's schooling, and number of siblings) strongly influence female schooling attainment with total explanatory power of about 30 percent for middle aged women. As expected, the family wealth measure and the parent's schooling (measuring perhaps the intellectual environment) positively influenced one daughter's schooling, while number of siblings, presumably an indicator of lower support ability, had a modest negative effect. The estimated background coefficients on schooling did not differ in any dramatic way from comparable estimates for male offspring. Husband's income regressions were then estimated with female schooling and background characteristics as explanatory variables. The schooling and background variables were found to have strong and independent effects on the income of the female's husband. Similar results were found when husband's schooling was used as a dependent variable under the argument schooling might be an observable measure of future earning power. Cohort: B G M W.

1195 PARSONS, DONALD O. "Poverty and the Minimum Wage." Report, American Enterprise for Public Policy Research, 1980.

This report assesses the minimum wage as a poverty program. The author argues that the minimum wage is largely a reallocation among low-wage demographic groups: adult females as a group are the beneficiaries and teenagers of both sexes are the principal losers. Utilizing data from the NLS of Mature Women, particular attention is paid to the impact of minimum wages on the structure of wage rates and earnings during 1967-1974 (when the real level of minimum wages fell by almost 30 percent) and during 1974-1976 (when the real minimum was raised by 24 percent). The author estimates that wage rates of low-wage adult females were 10 to 20 percent higher in sectors with a minimum wage and were unaffected in the sector with no minimum. Employment reductions, however, limited annual earnings gains to less than $150 per low-wage female. The modest dimension of this gain raises serious question about the efficiency of minimum wages in transferring income to the poor. Cohort: W.

1196 PARSONS, DONALD O. "Racial Trends in Male Labor Force Participation." *American Economic Review* 70 (December 1980):911-20.

The decline in labor force participation, particularly among blacks, is the result of increasingly attractive alternatives to work. The differentially large decline among blacks is due simply to their relatively poor market alternatives and the increasingly progressive structure of Social Security benefits. From a positive viewpoint, one would predict that if wage rates for blacks and whites do ultimately converge, their labor force participation behavior will converge as well. Cohort: M.

1197 PARSONS, DONALD O. "Teenage Decision-Making, Schooling, and Fertility." (In-progress Research).

Many youth decisions appear to have profound effects on later economic well-being and on the well-being of subsequent generations since the poverty these individuals face as adults places their own children in an unfavorable development environment. In order to understand better the structure of these decisions, this project proposes: (1) to define carefully the economic opportunity set of youth, particularly youth from low income families; and (2) to identify the choice mechanisms youth employ to select from among these opportunities. The study will examine learning and attitude formation mechanisms that are associated with higher quality decisions in later childhood. A self-control model of youth decision making will be developed, incorporating recent advances in principal-agent models. Parental influences on the youth's schooling and fertility decision processes will also be modeled. Models of teenage schooling and fertility decisions will be developed, in order to separate causal relationships from simple correlations due to common causal linkages with a third factor. An important focus of the study will be the development of a model of teenage fertility. A fertility-avoidance model will be developed that stresses the cost of avoiding fertility, in contrast to traditional economic models that focus on the quantity/quality tradeoff. By developing and estimating structural models of the youth's environment and his or her choice mechanisms, the research should lead to a deeper understanding of the behavior of youth, raising the possibility of meaningful social intervention, should that be desirable. A crucial element in understanding youth behavior, whether education or fertility, is identifying the set of opportunities that the youth face. A major activity in this project is to define carefully the school, market, and home possibilities available to the youth. The primary data base for this and later analyses will be the NLSY, a national longitudinal sample of youth 14 to 21, initiated in 1979. In the final stages of the analysis, direct estimation of the linkage of teenage traits and circumstances and subsequent economic well-being will be estimated using the longitudinal aspect of the NLS. [FEDRIP/NTIS] Cohort: Y.

1198 PARSONS, DONALD O.; FLEISHER, BELTON M.; MARVEL, HOWARD P. "Economic Responses to Poor Health in Older Males: Final Report and Executive Summary." Final Report, National Center for Health Services Research, 1980.

The purpose of this research is to examine the impact of poor health of older males on a wide variety of labor market activities, particularly with the differential response of men to poor health as a function of their family situation. It is noted that unmarried men in poor health work substantially less than married men. Occupation also affects the response. The household model is developed at both the theoretical and empirical level. Particular attention is given to adjustment cost factors such as work hour adjustment costs and market entry costs for females and asset adjustment costs for different types of assets. The principal data base for the empirical analysis is the NLS of Older Men ages 45 to 59 in 1966, the initial survey year. The empirical models are estimated using ordinary least squares and two and three stage least squares simultaneous techniques and, when appropriate, nonlinear methods. Cohort: M.

1199 PARSONS, GEORGE E. "An Application of John Holland's Vocational Theory to an Empirical Study of Occupational Mobility of Men Age 45 to 59." Ph.D. Dissertation, The Ohio State University, 1971.

This investigation of the occupational movement and reasons for movement of men age 45 to 59, between their first and current jobs, specifically examines: (1) change and stability of various occupational personality types; (2) the effect of selected variables on change and stability or personality types; and (3) the relationship between job and personality types. The most significant implication of this study for career development research was that Holland's theory of vocational selection proved relevant to older men presently working in the labor force and to the study of occupational mobility. The theory also has strong implications for vocational retraining and counseling of men. Cohort: M.

1200 PARSONS, GEORGE E. and WIGTIL, JAMES V. "Occupational Mobility as Measured by Holland's Theory of Career Selection." *Journal of Vocational Behavior* 5 (1974): 321-330.

This study examined occupational mobility as measured by Holland's theory of career selection and its relationship to older men in the work force. Stability was discussed in two distinct ways: (1) stability within a job, and (2) stability in the kind of work a man does over a career. In his research, Holland concluded that Realistic and Investigative personality types would change personality type less often and have more stable job choices in comparison to other personality types. The results of this study supported these findings to some extent, but also concluded that stability in a personality type was strongly influenced by the number of jobs available in a particular personality type and the structure of the labor market demand. In addition the results showed that psychological concepts seem to be more important in changing jobs than in selecting initial jobs. Cohort: M.

1201 PASSMORE, DAVID L. "Employment of Young GED Recipients." GED Research Brief No. 14, American Council on Education, GED Testing Service, 1987.

A study used the NLSY to determine the labor market consequences for young people of acquiring a General Educational Development (GED) degree in 1985. Three major consequences of receiving a GED were examined: labor force participation, employment status, and hourly wages. The analysis showed that GED recipients had greater chances of being labor force participants than young people without GEDs or high school diplomas. High school graduates were more likely to be participants than were GED recipients. Moreover, the more time that elapsed after obtaining a GED or a high school diploma, the greater the chance that a youth was a labor force participant. As was observed with labor force participation, the chances of being employed were much greater in 1985 for young high school graduates than for GED recipients or youths with neither a GED nor a high school diploma. Interpretation of annual salaries from hourly wages indicated that the typical GED recipient would have earned in 1985 about $780 more than a youth without a GED or diploma, but $1,340 less than a youth with a high school diploma. Further research is needed to determine what the GED means to employers, to GED recipients and aspirants, and to the general public. [ERIC ED291894] Cohort: Y.

1202 PASSMORE, DAVID L. "A Measurement Model for Labor Force Attachment of Youth." *Journal of Technical and Vocational Education* 4 (1987): 45-60. Cohort: Y.

1203 PASSMORE, DAVID L.; AY, UNAL; ROCKEL, SHERYL; WADE, BARBARA; et alia. "Employment Conditions of Youths Whose Use of English is Limited." *Journal for Vocational Special Needs Education* 5 (Fall 1982):3-8.

Limited English use among 16 through 21-year olds in 1979 was associated with lower rates of employment, pay, and job status, and with higher rates of unemployment than for the youth population in general. Cohort: Y.

1204 PASSMORE, DAVID L.; AY, UNAL; ROCKEL, SHERYL; WADE, BARBARA; et alia. "Health and Youth Employment." *Applied Economics* 15,6 (December 1983):715-29.

The employment of 6.4 percent of United States teenagers and young adults is limited by their health. These young people are less likely to have jobs than youths without health problems. Also, they work fewer hours per week than the youth average, although they earn as much per hour as youth without health limitations. Differences in satisfaction and prestige which youths enjoy from their jobs are not related to the presence of health conditions. Youths who reported health conditions lasting their entire lives are more likely to have jobs than young people recently acquiring their conditions. These relationships are derived from analyses of responses of 11,412 civilian noninstitutionalized youths to the 1979 NLSY. Cohort: Y.

1205 PASSMORE, DAVID L.; AY, UNAL; GEER, EDWARD M. "Reliability of the Knowledge of the World of Work Test." *Journal of Studies in Technical Careers* 4 (Fall 1982):309-11.

A recent study of the need for teaching youth about the labor market concluded that underprivileged youth lack information common to their more privileged counterparts. This brief note looks carefully at the statistics employed by that study. Cohort: B G Y.

1206 PASSMORE, DAVID L. and MOHAMED, DOMINIC A. "Application of Logistic Regression Techniques in Survey Research." *Journal of Vocational Education Research* 9,1 (1984): 1-9.

This paper describes the workings of a simple two-way table of employment status by sex and extends this table to include school enrollment status by sex, race, and high school graduation status using logistic regression techniques. [ERIC EJ302280] Cohort: Y.

1207 PEARCE, DEBRA M. "Job Satisfaction of Low Income Men Ages 45-59." M.S. Thesis, The Ohio State University, 1977.

An examination of job satisfaction among men age 45 to 59 who are below the poverty level as defined by the U.S. Bureau of the Census showed that job satisfaction is markedly influenced by a worker's perception of his job situation, his age, his educational attainment, and his change in real income over time. The data do not support the views, however, that: (1) the greater the weeks of unemployment in the past, the greater will be a worker's satisfaction with his job when he finally does secure employment; and (2) the greater the number of hours worked per week, the less his job satisfaction will be. Cohort: M.

1208 PENG, TAI. "Educational Experiences and Labor Market Outcomes of Youth." Ph.D. Dissertation, The Pennsylvania State University, 1987.

This study was designed to determine the effects of educational experience on labor market outcomes of youth. The sample for this study consisted of 1,643 respondents (17 to 21 years of age) from the NLSY. The major conclusions were: (1) The economic outcomes were higher for young men than for young women. However, young women were more likely to experience job satisfaction than young men. (2) The number of weeks employed and income were greater for whites than for non-whites. There was no difference between whites and non-whites with regard to wages and job satisfaction. (3) The father's occupation and educational attainment, and the mother's educational attainment had slight direct effect on the labor market outcomes of youths but mostly the effects were indirect. The father's occupation and the parents' educational attainment had a direct influence on the educational experiences of youths. The family reading index had a positive direct effect on the number of weeks employed and the wages of young men. (4) Schooling had a positive direct effect on the economic outcomes of youths. However, schooling had a negative direct effect on the job satisfaction of youths. The effect of schooling on the employability of youths was greater for non-whites than for whites. The effect of schooling on the income of youths was greater for young men than for young women. (5) Student performance in high school was positively related to the number of weeks employed and job satisfaction of youths. (6) Academic training in high school did little to improve the economic outcomes and job satisfaction of youths. (7) Vocational training caused an increase in the number of weeks of employment for young women but a decrease for young men. Vocational education improved earning potential ability and the ability of youth to be employed early in the labor market. Moreover, vocational education had a positive direct effect on job satisfaction of young women. [UMI ADG87-28061] Cohort: Y.

1209 PETERS, H. ELIZABETH. "Interactions Between Divorce and Its Long-Term Economic Consequences." Mimeo, Economics Research Center/NORC. Also presented: the Econometric Society Meetings, December, 1986.

This paper studies the link between the expected consequences or income prospects at divorce and the decision to become divorced. The economic model utilized predicts that divorce will occur when the present value of opportunities after divorce exceeds the return to continuing the marriage. These opportunities, measured over time, include the economic value attached to a possible remarriage, as well as income from employment, welfare, alimony, and child support payments. The empirical analysis utilizes data from the Young Women's cohort. Preliminary results show that income gains expected from continuing the marriage reduce the probability of divorce, but income prospects expected at divorce have no significant effect on the probability of divorce for these women. Cohort: G.

1210 PETERS, H. ELIZABETH. "Retrospective versus Panel Data in Analyzing Life-Cycle Events." *Journal of Human Resources* 23,4 (Fall 1988): 488-513.

In view of the large cost of longitudinal data collection, it is important to assess the quality of information about life-cycle events which can be obtained from less costly retrospective surveys. This paper compares data from a retrospective marital history with that derived for the same individuals from panel information. The data utilized in the study come from the Young Women's cohort which was initiated in 1968. In 1978, the respondents were asked about the dates of past marital events; in 1983, the retrospective histories were updated. The panel information that is available includes marital status and characteristics of the current husband (if present) at each interview date. From this source, a limited panel marital history can be constructed. The results indicate that when a marital event is reported in both sources, there is substantial agreement about the date of the event. The errors are, however, systematic, and are seen primarily to relate to factors which increase the difficulty of recall in retrospective histories. Since the panel data only ask about current marital status, some marital events cannot be correctly identified. This limitation is more important for remarriage rate estimates than for first marriage rate estimates. Cohort: G.

1211 PETERSON, JAMES L. "An Agenda For Socioeconomic Life Cycle Research." *Journal of Economics and Business* 32 (1980):95-110.

In October 1977, the Social Science Research Council convened a conference on the National Longitudinal Surveys of Labor Market Experience to review research based on NLS data and to suggest promising future directions this study might take. A research agenda that emerged from this meeting is presented, and while not exhaustive, the agenda does identify a number of new or continuing research areas that are important for developing a better understanding of the socioeconomic life cycle. The agenda is organized into four broad topics: work-family relationships, labor force socialization, structural variables, and methodological issues. Cohort: B G M W.

1212 PETERSON, JAMES L. "Work and Socioeconomic Life Cycles: An Agenda for Longitudinal Research." *Monthly Labor Review* 102 (February 1979):23-27.

Some of the major themes concerning longitudinal surveys are summarized in the form of a brief agenda for socioeconomic life cycle research. The author goes on to suggest that several ancillary surveys, designed to complement the NLS by testing new content before it is incorporated into the main set of instruments and to check the validity and reliability of existing measures should be instituted. Thus, a foundation would be laid to judge which measures work well and which should be discontinued in favor of those showing more promise. Cohort: B G M W.

1213 PETERSON, RICHARD R. "The Effect of Divorce on Wages of Working Women." *Research in Social Stratification and Mobility* 6 (1987): 61-79.

This paper provides an analysis of the long-term effects of divorce on women's wages based on the NLS of Mature Women, 1967-1977 (number of cases = 3,964). It is found that, in the long run, working divorced women build up a wage advantage over working married women. Structural and individualist models are considered to account for this wage advantage. A labor market segmentation model indicates that divorced (and other single) women are more likely than married women to be working in advantaged segments of the labor market, particularly in large firms, suggesting that such firms prefer to have single or divorced women. Results from the individualist models (human capital and family role) indicate that part of the wage advantage of divorced women can also be attributed to their greater education and work experience. [Sociological Abstracts, Inc.] Cohort: W.

1214 PETERSON, RICHARD R. "The Socioeconomic Consequences of Divorce for Women." Ph.D. Dissertation, Columbia University, 1984.

The dual career hypothesis suggests that women are at a disadvantage in the labor market because of their involvement in family roles, implying that women should fare better after divorce. However, the increase in the number of women (including divorced women) supporting themselves and their children is often cited as a cause of the feminization of poverty. In this study, the life-course perspective is developed to consider the effects of divorce on women's position in the labor market and on their economic well-being. The analyses presented here use data from the NLS of Mature Women. Divorced women who work improve their position in the labor market, especially after a long period (consistent with the dual career hypothesis), but all divorced women, including those who work, experience a drop in economic well-being. Improvement in the labor market position of divorced women depends both on increased work experience after divorce, and also on higher demand for the labor of divorced women over married women. Economic well-being after divorce depends to a large extent on prior work history and fertility, but also depends on education and on work adjustments after divorce. The life-course perspective is developed to consider the effects of marital and work history in determining socioeconomic outcomes. The marital history concept is used to demonstrate that divorce is associated with higher wages and earnings, a finding consistent with the dual career hypothesis but previously subject to debate because of emphasis on cross-sectional analysis. The most comprehensive explanation to date is provided to account for the effects of marital status on labor market position, including, for the first time, the finding that there are differences in demand for female labor by marital status. Finally, a simple model is developed to combine the human capital and labor market segmentation approaches; further theoretical development to integrate these two approaches is suggested. Cohort: W.

1215 PETERSON, RICHARD R. *Women, Work, and Divorce*. Ithaca, NY: State University of New York Press, 1989.

This book considers how women cope with the economic hardship which accompanies divorce. These women came of age at a time when they were expected to give priority to family roles over work roles. Yet by the time many of them were divorced in the 1970s, with the climate of changing perceptions of gender roles, women were expected to work and were unprepared for the economic disruption caused by divorce. Using data from the NLS of Mature Women, the author analyzes the experiences of women drawing upon sociological and economic approaches, studying labor market results and lifecycle events. While most divorced women, over the long term, can make at least a partial recovery, divorced women with children have a more difficult time making work adjustments, and experience greater economic deprivation. Given the continuing high rates of divorce, the findings of this book highlight the importance of work rather than marriage for women's economic security. Cohort: W.

1216 PFEFFER, JEFFREY and ROSS, JERRY. "The Effects of Marriage and a Working Wife on Occupational and Wage Attainment." *Administrative Science Quarterly* 27,1 (March 1982): 66-80.

In a 1966 study of the NLS Older Men cohort, the positive effects of being married and the negative effects of having a working wife for both occupational status and wage attainment were observed most strongly for professional and managerial subsamples. These results are consistent with both conformance-to-social expectations and wife-as-career resource arguments, but not as consistent with either human capital/market-signaling or distributive justice arguments. The effects of specific organizational tenure, education, and socioeconomic origins on both forms of attainment tended to be stronger for managers than for professionals, and stronger for professionals than for blue-collar respondents. These results are consistent with the different needs for control, given the uncertainty of evaluation, performance, and importance of the jobs (higher for managers and professionals than for others), and the different mechanisms for achieving control. Professional control is achieved more through extraorganizational mechanisms, while managerial control is achieved through background, certification, and tenure, which tend to be associated with compliance to the normative structure. Cohort: M.

1217 PFEFFER, JEFFREY and ROSS, JERRY. "Union-Nonunion Effects on Wage and Status Attainment." *Industrial Relations* 19 (Spring 1980):140-51.

First, this paper examines the process of occupational prestige attainment as well as wage attainment. In the literature on the sociology of labor markets, occupational prestige is itself an important outcome and has been the principal variable used in the study of stratification in society. Thus, the examination of the effects of unionization on the occupational status determination process is significant. Second, the authors include in the wage and occupational status determination equations two important additional variables, race and socioeconomic origins. Finally, longitudinal data is employed to examine whether there are differences in the dynamics of the occupational prestige and income determination process over time among unionized and nonunionized employees. Cohort: M.

1218 PFEFFER, JEFFREY and ROSS, JERRY. "Unionization and Female Wage and Status Attainment." *Industrial Relations* 20 (Spring 1981):179-85.

A growing body of evidence indicates that unionization has a leveling effect upon wages and occupational status. In a recent article in this journal, it was argued that union leveling occurred not only in the case of human capital variables, but also across virtually the entire set of individual characteristics. However, that study, as well as others in this tradition, focused on a sample of male workers and failed to examine the extent to which the results could be generalized to working women. This note undertakes such an extension. Using essentially the same variables and measures as before, we examine the effect of being in the union as contrasted with the nonunion sector on wages and occupational prestige attainment processes for a sample of women working full time. The results suggest a need for greater caution in drawing general conclusions about the impact of unionization on wage and status attainment based on evidence from male (particularly white male) samples. Cohort: W.

1219 PFEFFER, JEFFREY and ROSS, JERRY. "Unionization and Income Inequality." *Industrial Relations* 20 (Fall 1981):271-85.

Findings from an examination of the relationship between labor unions and income inequality suggest that one of the effects of unionization is the reduction of inter-race and intra-race income inequality for organized workers.

Evidence does not confirm that unionization has the effect of increasing either kind of income inequality. Cohort: M.

1220 PHILLIBER, WILLIAM W. and HILLER, DANA V. "Relative Occupational Attainments of Spouses and Later Changes in Marriage and Wife's Work Experience." *Journal of Marriage and the Family* 45 (February 1983):161-70.

Data from the NLS of Mature Women are used to analyze whether the relative attainments of spouse at one point in time are associated with divorce, leaving the labor force, moving to a lower status job and/or moving to a traditional job--one sex-typed female--at a later time. Independent variables included wife's occupational status, husband's occupational status, the interaction between the two (relative occupational status), and whether the wife is employed in a traditional or nontraditional job. The strongest finding is the importance of wife's employment in a nontraditional job (sex-typed male) as a predictor of change. Women in nontraditional jobs were more likely to become divorced, to leave the labor force, or to move to a lower status position than were women in traditional positions. In addition, many women in nontraditional jobs shifted to traditional jobs. The relative attainment of spouses further contributes to the probability of these changes, but the effects are not large. Cohort: W.

1221 PHILLIPS, LLAD and VOTEY, HAROLD L. "Black Women, Economic Disadvantage, and Incentives to Crime." *American Economic Review* 74,2 (May 1984): 293-297.

A model of labor market behavior is used to investigate the relationship between the supply of hours to legitimate work and the decision to participate in grand theft. Attention is focused on those women who have chosen to participate in legal work but are constrained, possibly by the 40-hour week. Some will be overemployed and seeking part-time work; others will be underemployed and seeking additional work. Data on individual observations were obtained from the NLSY, with information classified by race, sex, hours worked, and self-report of the number of thefts over $50 in the past year. The pattern of the percentage of white men, white women, and black men reporting grand theft is U-shaped as hours worked increases. For all categories of hours worked, a slightly higher percentage of black women reported grand thefts than white women, with no black women working 49 hours or more reporting grand theft. Cohort: Y.

1222 PHILLIPS, LLAD and VOTEY, HAROLD L. "The Choice Between Legitimate and Illegitimate Work: Micro Study of Individual Behavior." *Contemporary Policy Issues* 5,4 (October 1987): 59-72.

An investigation is conducted of the effect of 1979 labor force experience on the probability of employment in 1980, controlling for the fraction of support obtained through illegal activities in 1979. The sample, derived from the NLSY, is made up of 2,779 individuals aged 16 or 17 years old who provided information about labor force experience in 1979. The sample is divided into 3 subgroups: (1) those who were not enrolled in school in 1979; (2) those who were enrolled in 1979, but who had dropped out by 1980; and (3) those who were enrolled in 1980. Influences on the probability of 1980 employment included: (1) the fraction of weeks worked between 1979 and 1980 interviews; (2) earning 1/4 or more of support from illegal activities during the year before the 1980 interview; and (3) employment status in 1979. Involvement in illegal activities was found to decrease the probability of future employment most for dropouts and least for those staying in school. In addition, it appeared that most minors obtaining support from crime are not pursuing criminal activities as an exclusive career. [ABI/INFORM] Cohort: Y.

1223 PHILLIPS, LLAD and VOTEY, HAROLD L. "Crimes by Youth: Deterrence and Moral Compliance with the Law." *Contemporary Policy Issues* 5,4 (October 1987): 73-90.

A decision theory framework is employed to assess the extent to which crimes by youth are explained by the "economic model of crime." This model is expanded from the usual formulation including deterrence effects to investigate the impact of earned income and income supplements on individuals' crime participation. Variables representing the forces of moral compliance and family attitudes also are evaluated. Data are from the NLSY consisting of 12,686 individuals' responses over a 3-year period. The sample is divided into 4 subsets: (1) innocents who have never committed a crime; (2) experimenters who admitted to some crime but had not been caught; (3) desisters who reported no 1979 offenses but had had past contact with the police; and (4) persisters who had crime involvement in 1979 and had had prior contacts with police. Moral compliance is found to have a moderating effect on the decision to commit crimes, even by persistently criminal individuals. Moreover, the expected cost of sanctions has more impact than does the lack of realized economic opportunities. [ABI/INFORM] Cohort: Y.

1224 PHILLIPS, LLAD and VOTEY, HAROLD L. "The Influence of Police Interventions and Alternative Income Sources on the Dynamic Process of Choosing Crime as a Career." *Journal of Quantitative Criminology* 3,3 (September 1987): 251-273.

An attempt is made to demonstrate that a rational process of choices, influenced by both deterrence efforts and economic factors, underlies the self-sorting process by youth into three subpopulations: (1) those who never experiment with crime, (2) those who experiment and thereafter desist from criminal behavior, and (3) those who persist in criminal lifestyles. A simple Markov model is used to illustrate the probabilities of transition between the groups, and to describe the effects of perceived probability of apprehension/punishment and the availability or lack of income opportunities on the self-sorting process. Application of the model to data on 12,686 United States youth aged 14-24 who were part of the 1982 NLSY supports the existence of a learning effect from police contact that tends to reduce future criminal behavior when alternative, legitimate sources of income are available. [Sociological Abstracts, Inc.] Cohort: Y.

1225 PHILLIPS, ROBERT L.; ANDRISANI, PAUL J.; DAYMONT, THOMAS N.; DURAN, CATHERINE A. "The Analysis of Armed Forces Personnel Policy on Minority Youth." Proceedings of the Southern Management Association Annual Meeting, 1988.

As the largest employer of youth, the personnel policies of the Department of Defense were analyzed with respect to their impact on minorities. The complete cycle was examined; that is, accessions, in-service results, and post-service experience in the labor market. The latter is based upon a pooled cross-section time-series data file from the NLSY. The overall analysis concludes that minority youth: (1) have equal opportunity for accession in the armed forces; (2) do not have an equal chance at technical training; (3) fare just as well as their majority counterparts with respect to pay and promotion; and (4) compare favorably with their nonserving minority counterparts both on in-service pay and benefits as well as post-service earnings and spells of unemployment. Recommendations are made concerning possible policy changes affecting minority job assignment and training. Cohort: Y.

1226 PHILLIPS, ROBERT L.; ANDRISANI, PAUL J.; DAYMONT, THOMAS N. "Military Service Effects for Minority Youth." Presented: Eastern Economic Association Meeting, 1988.

Since the advent fifteen years ago of the all volunteer force, there has been various levels of concern about the increasing minority composition of the armed forces. The purpose of this paper is to turn around the focus of concern, examine the reasons that minority youth are attracted to the service as well as assess the impact of service on the youth. Both in-service and post-service aspects are examined. The latter is primarily based upon a pooled cross-section time-series data file from the NLSY. The analysis shows that minority youth have equal opportunity in the armed forces with respect to accession opportunity, pay, promotion, career opportunity, and job-satisfaction. Further, when compared to their non-veteran counterparts, veteran minority youth have greater success in the labor market, both with respect to wages and unemployment experience. The key deficiency was in job assignment within the armed forces; minority youth were overrepresented in the less technical, non-combat skills. Military personnel policy is analyzed and recommendations are suggested with respect to minority assistance. Cohort: Y.

1227 PITCHER, BRIAN L. and HONG, SUNG YOUNG. "Older Men's Perceptions of Personal Control: The Effect of Health Status." *Sociological Perspectives* 29,3 (July 1986): 397-419.

Data from the Older Men's cohort of the NLS are analyzed in this study to investigate antecedents of perceptions of personal control. Particular attention is given to the effects of individual health factors. The findings support the life stress model which assumes that social conditions and environmental changes impact individual perceptions of control via opportunities and resources for carrying out efficacious actions. The analysis suggests, however, that various untested moderating conditions determine the nature and direction of the impact. Future investigations are needed to identify these moderating variables and specify their differential effects. Cohort: M.

1228 PITCHER, BRIAN L.; SPYKERMAN, BRYAN R.; GAZI-TABATABAIE, MAHMOOD. "Stability of Perceived Personal Control for Older Black and White Men." *Research on Aging* 9,2 (June 1987): 200-225.

The recent emergence of the life-span perspective in sociopsychological research has increased attention to the issue of stability versus change in adult personality and behavior. This study uses data on Older Men from the NLS and LISREL statistical procedures to investigate the structural invariance over time, the level stability, and normative stability of perceived personal control within subsamples of blacks and whites. Cohort: M.

1229 PITCHER, BRIAN L.; STINNER, WILLIAM F.; TONEY, MICHAEL B. "Patterns of Migration Propensity for Black and White American Men: Evidence from a Cohort Analysis." *Research on Aging* 7,1 (March 1985): 94-120.

This study investigates age, period, and cohort patterns of migration for blacks and whites by applying cohort analysis models to panel data from the Young Men and Older Men samples of the National Longitudinal Surveys. The simultaneous inclusion of these four variables represents an important refinement of previous studies that have considered only one or two of them at a time. Principal findings are that age, period, and cohort have independent effects on migration and that the effects differ markedly by race. These findings have significant implications for the development of causal models of migration. Cohort: B M.

1230 PLOTNICK, ROBERT D. "Determinants of Teenage Out-of-Wedlock Childbearing." Presented: New Orleans, Meetings of the Population Association of America, 1988.

This study provides new evidence on the causes of teenage out-of-wedlock childbearing. It uses the NLSY to follow the fertility and marital history of young teenage girls. Personal and family background characteristics in this data set are merged with state data on welfare policy, on abortion and family planning policies and service availability, and on the socio-economic environment. Discrete time hazard models and cross-section logit models are used to assess the effects of a wide set of explanatory variables on the probability that a girl will have an out-of-wedlock birth. Cohort: Y.

1231 POLACHEK, SOLOMON W. "Discontinuous Labor Force Participation and Its Effect on Women's Market Earnings." In: *Sex, Discrimination, and the Division of Labor*, C.B. Lloyd, ed., NY: Columbia University Press, 1975.

This paper reports on the male/female wage differential and the reasons for its existence. One can conclude from the results neither that the "unexplained" portion of the wage gap is attributable to discrimination, nor, for that matter, that the "explained" portion is not affected by discrimination. That is, if a distinction were made between direct discrimination (the payment of differing wage rates for the same work) and indirect discrimination (the subtle socialization process of the division of labor within the household, which discourages most women from making a complete commitment to the labor market), we would find that the "unexplained" wage gap is an upper limit of direct discrimination, while the total wage gap is a reflection of discrimination in its indirect form. If the division of labor within the family is equated with discrimination, then no studies of wage differentials would be necessary because all differentials would, by definition, be caused by discrimination. The importance of continuous work experience as the major causal factor determining male-female wage differentials must be emphasized. The fact that females are, on the average, out of the labor force over ten years causes a decline in their initial human capital investment as well as a depreciation of already existing earnings potential. The result of this discontinuous labor force participation is that females both enter occupations requiring lesser amounts of training and train less even when in professions typified by much on-the-job training. As a result, we observe females being overrepresented in lower-paying occupations while also receiving lower pay in the higher-paying professions. Cohort: W.

1232 POLACHEK, SOLOMON W. "Occupational Segregation and the Gender Wage Gap." *Population Research and Policy Review* 6 (1987): 47-67.

This paper examines the role of occupational segregation in determining gender wage differentials. Utilizing data from the NLS of Mature Women, it was found that: (1) Earnings regressions using sex composition (as measured by percent female within a given occupation) as an independent variable indicate that occupational segregation is unimportant in explaining wage differentials by sex. Traditional human capital variables play more of a role in explaining the wage gap. (2) The 'percent female' variable is inappropriate for use in testing human capital implications in the context of the earnings functions. and (3) Lifetime work consideration, such as the degree of labor force intermittency, are important in determining occupation and wage. Implications for governmental anti-discrimination policies are discussed. Cohort: W.

1233 POLACHEK, SOLOMON W. "Occupational Segregation: A Defense of Human Capital Predictions." Mimeo, Department of Economics, University of North Carolina at Chapel Hill, 1982.

In this paper, the evidence presented on questions posed by Beller ("Occupational Segregation by Sex: Determinants and Changes," *Journal of Human Resources*, Spring, 1982) and by England ("The Failure of Human Capital to Explain Occupational Sex Segregation," *Journal of Human Resources*, Spring 1981) is reviewed in an attempt to determine whether, as these authors allege, their evidence refutes the human capital explanation of the sex wage differential. It is found that both papers are consistent with neoclassical predictions. Specifically it is shown: (1) that England's findings are consistent with the neoclassical expectation that occupational segregation plays less of a role in explaining the wage differential than do traditional human capital variables; (2) that while earnings profiles generated with data that include a measure of occupational segregation are not ideal for testing human capital predictions, these profiles nonetheless yield parameters consistent with neoclassical theory; (3) that Beller's claim that economy-wide discrimination is so extensive that it dwarfs human capital effects is unfounded, and that, on the contrary, the evidence she presents is entirely consistent with the life cycle expectations model of occupational choice; and (4) that recasting England's assertions in multivariable regression form yields findings consistent with those of existing neoclassically- based studies. Cohort: W.

1234 POLACHEK, SOLOMON W. "Occupational Segregation: A Human Capital Approach." Mimeo, Department of Economics, University of North Carolina at Chapel Hill, 1977.

Currently human capital models are applied almost exclusively to explain earnings distribution. These models have been severely criticized because of their failure to explain existing occupational patterns. This paper introduces the concept of heterogeneous human capital so that optimal kinds as well as amounts of human capital can be determined. Inferences concerning occupational structure are derived by assuming that each occupation entails the use of a different kind of human capital. The model is applied to analyze occupational segregation by sex. It is found that if women were to have a full lifetime labor force attachment, then human capital considerations would dictate a 35 percent increase in the number of women professionals, a more than doubling of the number of women in managerial professions, and a diminution of the number of women in menial occupations in excess of 25 percent. These results for the first time indicate the potential strength of the human capital model in explaining occupational segregation by sex. Cohort: W.

1235 POLACHEK, SOLOMON W. "Occupational Segregation: An Alternative Hypothesis." *Journal of Contemporary Business* (Winter 1976):1-12.

This study focuses on the occupational position of women, posing a theory based on supply differences within the labor market. The author claims that forces besides those of market discrimination in part account for differences in occupational distribution. Females out of the labor force for extended periods of time tend to have menial occupations whereas females with little time out of the labor force tend to have professional and managerial jobs. Corroborative evidence is presented, which indicates that sex differences begin within the educational system. Most importantly, governmental policy implications are also presented. Cohort: W.

1236 POLACHEK, SOLOMON W. "Occupational Self-Selection: A Human Capital Approach to Sex Differences in Occupational Structure." *Review of Economics and Statistics* 63 (February 1981):60-69.

The purpose of this paper is to alleviate some of the criticism of the human capital model by applying the hedonic price approach so as to embed occupational choice into the human capital framework. The significance is that neoclassical economic theory can be used to obtain implications concerning the determinants of occupational structure. The model outlined in this paper is in part designed to shed light on the question of why within most societies women are by and large relegated to different occupations than men. Cohort: W.

1237 POLACHEK, SOLOMON W. "Potential Biases in Measuring Male-Female Discrimination." *Journal of Human Resources* 10 (1975):205-29.

By addressing the problem of life-cycle division of labor within the family, this study considers the question of the effect of family characteristics on both male and female earnings capacities. The paper illustrates both theoretically and empirically that being married and having children have opposite effects on the wage rates of husbands and wives, and further that these diverging wage patterns are perpetuated over the length of the marriage. Neglecting the fact that family characteristics have opposite effects on male and female wage structures leads to biases in the computation of the male-female discrimination coefficient. Cohort: W.

1238 POLACHEK, SOLOMON W. "Secular Changes in Female Job Aspirations." In: *Retirement Policy in an Aging Society,* R.L. Clark, ed., Durham: Duke University Press, 1980.

This chapter examines only the impact of increased female labor force participation on the occupational aspirations of women, so as to predict changes in women's occupational distributions. A model was postulated illustrating the importance of continuous life-cycle labor force participation on occupational choice. Cohort: W.

1239 POLACHEK, SOLOMON W. "Simultaneous Equations Models of Sex Discrimination." In: *Income Inequality: Trends and International Comparisons*, J. Morony, ed., Lexington: D.C. Heath & Company, 1979.

To answer questions regarding the identifiability of sex differences, both the labor market (governing wages and occupations) as well as the human capital market (governing educational choices and on-the-job training) are analyzed separately, within simultaneous equation settings. While the author finds sex differences in levels of labor market experience and education, human capital differences may themselves stem from discrimination either in the human capital market or in expectations of sex discrimination in the labor market. Cohort: W.

1240 POLACHEK, SOLOMON W. "Women in the Economy: Perspectives on Gender Inequality." In: *Comparable Work Issues for the 80s*, edited by the U.S. Civil Rights Commission, Vol. 1 (1984):34-53.

This paper provides a survey of current literature on gender differences in economic well-being. The conclusions are: (1) Gender occupational segregation exists in that differences are apparent in the occupational patterns of men and women. However, sex differences in occupational distribution are incapable of explaining gender wage differentials. In fact, occupational segregation explains only about 15 percent of gender wage differences, though most studies yield an even smaller explanatory power. (2) Human capital theory provides the most robust explanation of gender differences in economic well-being. This theory relates economic success to lifetime labor force participation brought about by the existing division of labor within the home. Primitive versions of the human capital approach explain up to 60 percent of the wage gap. More comprehensive versions can explain the entire gap. (3) Human capital theory can also be used to explain occupational segregation. At this time empirical work is only at the initial stages; however, results seem to indicate that if women were to work continuously, the number of women in managerial jobs would double, and the number of women in menial service-type jobs would diminish by 25 percent. (4) Discrimination as it exists takes two forms: societal and market. Societal discrimination evolves through societal preconditioning (which, for example, causes wives to be younger and less educated than their husbands) as well as through existing legislation that creates implicit marriage taxes. Both cause a division of labor within the home, forcing husbands to specialize in market activities and wives to specialize in household activities. Market discrimination evolves not because the market cannot work, but because the market is often not permitted to work. Regulatory forces restricting market competition create incentives for inefficient behavior, one form of which is discrimination. Pending comparable-worth legislation attempts to treat a symptom, and not the cause. Hence, market inefficiences can only be exacerbated. Cohort: G W.

1241 POLACHEK, SOLOMON W. and HOFLER, RICHARD A. "Employee Ignorance in the Labor Market." Mimeo, State University of New York - Binghamton, 1989.

Frontier production function estimation techniques are used to estimate two-error component earnings functions for various population strata. The first error component can be interpreted as being purely random. Across-strata differences in the second error component are interpreted to reflect interstrata employee differences in labor market wage information. Using data from the PSID and NLS, the authors find blacks and females to have less information than white males, urban employees to have more information than rural workers, unemployment insurance (UI) beneficiaries to have an information advantage over non-UI recipients, and union members to have more information than nonmembers. Cohort: M.

1242 POLIT, DENISE E. "Early Childbearing and Child Development." (In-progress Research).

The purpose of the proposed research is to examine the relationship between maternal age on the one hand and parenting behavior/child development outcomes on the other. Based on earlier research, it is hypothesized that women who are younger at first birth will provide less favorable home environments for their young children than older mothers, and their children will manifest less favorable development in terms of cognitive functioning and socioemotional development than children of older mothers. Five possible explanatory mechanisms in the link between maternal age and parenting/child development will be explored: (1) immature development of the mother; (2) stress/social supports deficits; (3) maternal cognitive deficits; (4) socioeconomic factors; and (5) fertility patterns. The relative contribution of these five mechanisms will be tested using data from a sample of about 2,000 first-born children aged 2 to 8 whose mothers were aged 15 to 25 when they were born. These data are available from the NLSY, a data base that contains extensive information on a nationally representative cohort of youth who were aged 14 to 21 in 1979, and who have been reinterviewed annually. In 1986 numerous assessment tools were administered to the children of NLS female respondents. The proposed research will extend the research that has documented numerous adverse consequences of early childbearing for the mothers but has, until the NLS child supplement, been unable to perform comparable analyses on a national sample of their children. [FEDRIP/NTIS] Cohort: C.

1243 POPE, HALLOWELL and MUELLER, CHARLES W. "The Intergenerational Transmission of Marital Instability: Comparisons by Race and Sex." *Journal of Social Issues* 32 (Winter 1976):49-65.

The authors examine the intergenerational transmission of marital instability. Those respondents whose parental homes were disrupted by death or divorce have higher rates of marital instability in their own marriages. Except for black males, a greater transmission effect was found among respondents from childhood homes disrupted by divorce or separation rather than death. Implications from the literature on sex-role learning in children are examined by comparing the transmission effect for respondents who lived in households of different composition after having their parental homes disrupted. Cohort: W.

1244 PORTER, KAREN LOUISE. "The Scheduling of Life Course Events, Economic Adaptations, and Marital History: An Analysis of Economic Survival after Separation and Divorce for Midlife Women." Ph.D. Dissertation, Syracuse University, 1985.

This dissertation is a study of economic survival for women whose first marriages ended in separation or divorce compared with women who have been continuously married. Economic survival is conceptualized in several ways: personal income, poverty status, household net worth, and dollar amounts in checking and savings accounts. In the predictive model, the dependent variable is personal income. Data for the study come from the first seven waves of the NLS. From marital history data, four marital history types were created: the continuously married in first marriages; the separated or divorced who have never remarried; the currently remarried; and the previously remarried. The research analyses were performed separately for the races and the four marital history types. The questions posed in this study include the following: (1) To what extent does marital history make a difference in the process of socioeconomic attainment for midlife women? (2) In a model of economic survival, in what ways does the scheduling of life course events influence economic outcomes? (3) How do human capital variables influence economic outcomes when life course measures are included? and (4) How important are factors such as age of the respondent and number of children in the household at the time of marital disruption in predicting economic survival? Multiple regression results show that human capital variables such as continuity of employment are positively related to personal income, regardless of marital history for both races. In general, education has a positive income effect, but it is not statistically significant for all marital history groups. Life course variables are only moderately related to personal income without controlling for marital history and have negligible effects on income when marital history is held constant. A discriminant analysis of marital history shows that the four types can be statistically distinguished by life course variables such as age at first marriage. Cohort: W.

1245 PORTER, RICHARD D. "On the Use of Survey Sample Weights in the Linear Model." *Annals of Economic and Social Measurement* 2 (April 1973):141-58.

If individuals have different coefficients in a linear model, then the choice of regression technique for estimating population averages depends on the sample design. Various estimators of the random coefficient model for panel data are examined where the random component arises from the random selection of individuals out of a finite population. Cohort: M.

1246 POTTER, LAURA E. "Women's Labor Force Experiences: The First Decade." Ph.D. Dissertation, City University of New York, 1983.

This study concentrated on several aspects of women's labor force experience. Separate chapters examined labor force participation, occupational atypicality, income attainment, and professional status. First job experiences and later occupational mobility were also examined. Emphasis was put on determining the relative importance of factors influencing the quality of the jobs held in the early years of labor force experience and the role these play in the stratification process. Throughout the analysis the experiences of black and white women were examined separately in order to detect the differences in career development. The data used was the NLS of Young Women. The longitudinal and cross-sectional characteristics of the NLS permitted a clearer establishment of directions of causation than would have been possible with cross-sectional data alone. One of the major findings in this study was the difference in the labor force experiences of black and white women. Although black women were more likely to be in the labor force than white women, they are less likely to be in high income, professional positions. However, education is important in explaining this difference. Once the respondent has obtained a college degree or better, there is little difference in the occupational status of black and white women. The number of children a woman has also strongly influences her labor force experiences. The more children a woman has, the less likely she was to hold a high income, professional job. This was true for both black and white women at all educational levels. Cohort: G.

1247 POULTON-CALLAHAN, CHARLES. "An Analysis of the Labor Market Experience of Young Women." Ph.D. Dissertation, The University of Illinois, 1979.

This study examines causes of disparities in wages between young female and male workers (those workers aged 19-27) in the United States in 1971: i.e., the role of sex and race in the creation of wage differentials, the effect of work experience, occupational segregation and other factors on the hourly wages of young workers in the low-skill category. Finally, the study analyzed the manner in which children may affect hourly wages of young working women. Sex discrimination was an important force in the creation of wage differentials. In addition, occupational segregation contributed to the worsening of the young male-female wage gap. Cohort: B G.

1248 PRESSER, HARRIET B. "Shift Work and Child Care Among Young Dual-Earner American Parents." *Journal of Marriage and the Family* 50 (February 1988): 133-148.

This study uncovers a high rate of non-day employment among young dual-earner American parents and examines the relationship between shift status (fixed day, fixed nonday, and rotating) and child care. Special attention is given to parental child care when the spouse is employed. The study is based on the 1984 wave of the NLSY, a cohort of 19 to 26 year olds in 1984. A subset of married parents with employed spouses and with children under five years old was selected for analysis. Reliance on spouses for child care when dual-earner couples are employed is much higher when respondents work non-days rather than days. This is particularly evident when both primary and secondary child care arrangements are considered and when the extent of non-overlapping hours is taken into account. Although mothers participate more in child care when fathers are employed than vice versa, father care is substantial. Gender differences in the determinants of parental care and the issue of whether shift work is a solution to the child care problem are discussed. Cohort: Y.

1249 PRESSER, HARRIET B. "Some Economic Complexities of Child Care Provided by Grandmothers." *Journal of Marriage and the Family* 51 (August 1989).

This study focuses on grandmothers as providers of child care, exploring some of the economic complexities involved. The sample is comprised of employed mothers age 19 to 26 with children under age 5, drawn from the 1984 NLSY. It was found that the care of these young children when their mothers are employed is mostly by relatives, and that grandmothers are the primary relative; this is most evident for children of unmarried mothers. Analysis of the grandmothers who provide child care reveals that about one-third are otherwise employed. The work schedules of these grandmothers are compared to the hours of child care they provide and the mother's work schedule; this comparison suggests a more complex negotiation of work and family roles between grandmothers and mothers (as well as between mothers and fathers) than is generally acknowledged. Moreover, it was found that one-third of grandmothers are paid in cash for the care of their grandchild, and that whether cash payment is made varies significantly by the number of hours grandmother care is provided as well as by the mother's hourly wage. Payment in cash or services (combined) is affected by the grandmother's employment status; when otherwise employed, such payment is less likely. It is noted that the demand for infant and toddler care is increasing while the availability of grandmother care seems to be on the decline. Further research is needed that will more fully document the adaptations made and their consequences for both children and parents. Cohort: Y.

1250 PRESSER, HARRIET B. "Young American Parents as Shiftworkers: Their Distinctive Socio-Demographic Characteristics." In: *Contemporary Advances in Shiftwork Research: Theoretical and Practical Aspects in the Late 80s*, A. Oginski, et al., eds., Poland: Medical Academy, 1987.

This paper examines various socio-demographic characteristics of young American parents who work as shift workers, using data from the NLSY. It was found that 27% of the mothers and 32% of the fathers in this sample worked either fixed or rotating non-day schedules. Gender differences were found with full-time employed fathers who worked as fixed non-day workers more likely to reside in large metropolitan areas, least likely to live in the south, more likely to be enrolled in school, and to have two or more children. On the other hand, full time employed fixed non-day working mothers were likely to not live in an SMSA, to not have been employed during the previous year, to not be a high school graduate and, if married, to have a nonemployed spouse. Gender-related occupational and industrial differences were found with young married full-time employed fathers working in blue-collar occupations while comparable mothers worked primarily in administrative support and service occupations. More detailed analyses of shift work patterns and their relationship to childcare and fertility are planned. Cohort: Y.

1251 QUAN, NGUYEN T. "Unionism and the Size Distribution of Earnings." *Industrial Relations* 23 (Spring 1984): 270-277.

This note compares the incidence of unionism and the relative union shares within each earnings bracket for two completely different samples: the NLS Older Men's cohort and the 1969-70 Survey of Working Conditions. The cumulative distribution of union and nonunion earnings shares is then used to measure the degree of inequality via the Gini coefficient. The results indicate that, after controlling for age and individual characteristics effects, unions do significantly reduce inequality in the size distribution of earnings. Cohort: M.

1252 QUANDT, SARA A.; ARCURY, THOMAS A.; KRYSCIO, RICHARD. "Rural Adolescent Family Life: Health and Well-Being." (In-progress Research).

This study will examine the major predictors of parenthood among American adolescents and of the physical and social well-being of these parents and their children. Analyzing variation within the rural adolescent population and in comparison with urban adolescents, this study will address several specific aims to accomplish its major objectives. It will: (1) assess individual, household, and community environmental factors in predicting parenthood among male and female rural adolescents; (2) compare the predictors of parenthood for rural and urban adolescents; (3) address environmental factors in predicting the well-being of rural adolescent parents and their children; (4) analyze the mediation of health and social behaviors between environment and well-being of adolescent parents; (5) identify variations in rural adolescent family life and their correlation with well-being; and (6) compare the effect of environment on well-being of parenthood, and the correlation of family life and well-being between rural and urban adolescents. Although adolescent pregnancy and parenthood are rated as major health and social problems in the U.S., biologically adolescence is an ideal time to have children. The negative outcomes of adolescent pregnancy result from the social, not biological, age of the parents. Grounded in extant research, this study will extend knowledge in this area by using multivariate techniques to analyze longitudinal data from a population residing in one social and physical environment, rural America, and comparing the environmental, personal and behavioral characteristics of this population relative to adolescent parenthood with the more thoroughly studied urban adolescent population. Cohort: Y.

1253 RAELIN, JOSEPH A. *Building a Career: The Effect of Initial Job Experiences and Related Work Attitudes on Later Employment*. Kalamazoo, MI: Upjohn Institute for Employment Research, 1980.

This investigation of the long term effects of early work experiences develops a causal model of early youth careers in order to examine the relationship between different work characteristics, job satisfaction, aspirations, and later wages. Findings include: (1) the quality of entry jobs and initial career attitudes are determined by background factors, particularly education; (2) later occupational status is affected primarily by prior work experience and attitudes; (3) young women face enormous barriers to achieving wage parity with young men and they experience sex discrimination throughout their careers. The author presents nine public policy recommendations based on these and other findings. Included among them is the recommendation that young people should be encouraged to hold the highest possible career aspirations since there is no disutility to exaggerated aspirations and since strong aspirations also help youth improve their disadvantaged positions. Cohort: B G.

1254 RAELIN, JOSEPH A. "A Comparative Analysis of Female-Male Early Youth Careers." *Industrial Relations* 21 (Spring 1982):231-47.

This article investigates the accessibility of any career-related levers available to women to enhance opportunity during their early work experience. Such "levers" were found to be minimal, and it was discovered that young women are unlikely to benefit from job changes or from adjustments in their disposition toward work and their jobs. Results indicated that the way to get ahead as a woman is to be intelligent, to get as much education and training as possible, and to land a good first job. Cohort: B G.

1255 RAELIN, JOSEPH A. "A Comparative Study of Later Work Experience Among Full-Time, Part-Time, and Unemployed Male Youth." *Journal of Vocational Behavior* 19 (December 1981):315-27.

Male youth who are early entrants in the labor force and who spend the bulk of their work time in part-time employment do as well in their later work experience as full-time youth when controlling for demographic and work pattern variables. However, part-time employment leads to some job dissatisfaction. Youth who spend the bulk of their time unemployed, in their early careers, do not fare as well as the part-timers and full-timers. They suffer in particular from lower subsequent job satisfaction, which may have later social and psychological, if not economic, consequences. Cohort: B.

1256 RAELIN, JOSEPH A. "First-Job Effects on Career Development." *Personnel Administrator* 28,8 (August 1983):71-76.

This article is a policy summary from Raelin's research volume, Building A Career. A number of recommendations are offered to human resource managers regarding the early career development of their young employees. For example, since a youth's first job is so critical in determining later success, career specialists need to know the career potential and turnover rates of their entry-level jobs. Where "secondary" jobs are identified, they should be isolated for redesign. Cohort: B.

1257 RAELIN, JOSEPH A. "Youth, Permanent Part-Time Employment as a Labor Market Alternative to Full-Time Work: A Longitudinal Analysis." *Journal of Occupational Behavior* 4 (1983):179-191.

This study examines two hypotheses developed from the literature on part-time employment: that youth whose first job becomes permanent and who are employed part-time will experience neither lower status nor wages in their later work experience compared to their full-time counterparts. These same youth, however, will not fare as well in their later employment compared to in-school youth who are also working part-time. The data are subjected to analyses of variance and covariance. The latter technique adjusts the main effects of working time for a number of work experience and demographic variables which were identified as potential contaminants. The results support both hypotheses. Permanent part-time work for youth who choose not to remain in school is a viable labor market alternative. The policy implications of this general finding are discussed. Cohort: B.

1258 RAGAN, JAMES F. and TREMBLAY, CAROL HORTON. "Testing for Employee Discrimination by Race and Sex." *Journal of Human Resources* 23,1 (Winter 1988): 123-137.

According to the theory of employee discrimination, if members of one group have a taste for discrimination against another group, they will demand a compensating wage premium for working with members of the other group. This study is the first to directly test this theory at the micro level. In an analysis of data from the NLSY, evidence was found that both white and nonwhite youths practice employee discrimination, although the form of this discrimination differs by race. Results hold for both the South and non-South, as well as for the country as a whole. The hypothesis of employee discrimination by sex was also examined but rejected. Cohort: Y.

1259 RAMIREZ, ALBERT and CHAVEZ, RUTH. "Family- and Work-Related Attitudes and Aspirations of Hispanic and Non-Hispanic Youth." Presented: Washington, D.C., Symposium on Hispanic Youth Employment: Research and Policy Issues, 1982.

White non-Hispanic and Hispanic youth are compared in this study and found to have more similar than dissimilar work- and family-related attitudes as well as aspirations and expectations. Both groups indicate a high level of work commitment, particularly apparent among Hispanic males, and both want a fair wage for their work. Knowledge of world of work, however, is highest among non-Hispanic youth and among males. Differences regarding ideal, desired, and expected number of children are statistically significant between the two groups, but actual differences are rather small. A high congruence appears, for example, between Hispanic males and females in terms of their ideal, desired, and expected number of children - these attitudes tend toward the direction of non-traditional and thus do not support those studies characterizing the Hispanic family as male-dominated and non-egalitarian. Both groups aspire to education beyond high school and expect to achieve additional schooling. An important difference between these groups, nonetheless, is that Hispanic youth are more likely to drop out of school because of outside responsibilities such as family, financial, or work-related reasons than because of school-related reasons. Cohort: Y.

1260 RANLIN, CAROL HARRIS. "Essays on the Labor Market Supply Behavior of Young Women." Ph.D. Dissertation, University of Houston, 1980.

This thesis consists of three essays on interrelated topics concerning the labor force activity of young women. Data used throughout the study is drawn from the NLS of Young Women. The first essay posits a theoretical model of labor supply and attempts an estimation of the labor supply function of young women aged 14-24. The second essay, using an altered version of the first essay's theoretical model, analyzes the labor supply function of young, married women aged 21-31. Finally, the third essay seeks to determine the factors which influence educational and occupational status aspirations and attainment and to determine the variables which translate these status goals into reality using the longitudinal data available. Throughout the essays, special attention is given to response differences of white and black women and the impact of children and family status on the labor force variables estimated. Cohort: G.

1261 RASHID, NAZIH TURKI. "Powerlessness and Job Satisfaction." Ph.D. Dissertation, Utah State University, 1984.

This study investigates the relationship of job satisfaction to powerlessness and selected work conditions, and to socioeconomic variables and background characteristics. Hence, the objectives of this study are: first, to examine the relative effects of powerlessness versus other independent variables on job satisfaction, and second, to investigate the possible interaction effects of powerlessness with job conditions, socioeconomic factors, and background variables of the individual. Multivariate regression analysis is used in the analysis of the data. The data utilized in this study are the responses of the 1976 NLS Older Men cohort. The findings concerning the effects of powerlessness on job satisfaction are statistically significant, even controlling for other independent variables. Those who feel less powerless are significantly more satisfied with their jobs than those who feel more powerless. Findings indicate that physical health limitation is significantly related to job satisfaction. Men with severe physical limitations are less satisfied with their job than those who are physically healthy. The relationship between length of time on the job and job satisfaction is insignificant. The effects of socioeconomic status indicate education and occupation are not statistically significant; however, the effects of income are statistically significant. The effects of class of the worker on job satisfaction are not significant. The relationships between categories of job industry and job satisfaction are not statistically significant. The effect of age on job satisfaction is significant and positive. The effect of race on job satisfaction is also significant. In the analysis of conditional effects, the findings did not support the general hypothesis that the effects of powerlessness vary significantly with sociodemographic variables and job condition. However, the hypothesis concerning the interaction effect of powerlessness by education is supported. Possible explanations for such results are discussed, and recommendations for future studies are made. Cohort: M.

1262 REAMS, ORIN P. "Civilian Returns to Earnings from Prior Military Service." Master's Thesis, Naval Postgraduate School, 1983.

The relationship between military service and post-service earnings was analyzed using the 1980 data from the NLS of Young Men (14 to 24 years of age in 1966). The sample was broken down by race and veteran status. Two techniques for analyzing post-service earnings were employed. Both the veteran as a dummy-variable technique and the counterfactual earnings technique predicted earnings disadvantages for white Vietnam-Era veterans. Results for black Vietnam-Era veterans were inconclusive; the veteran as a dummy-variable technique predicted significantly large premiums for veteran status, while the counterfactual earnings equations yielded inconsistent predictions. In sum, the military was found to be an ineffective method of investment in human capital for whites, while the results for blacks were inconclusive. [NTIS AD-A132-781-6] Cohort: B.

1263 REED, W. ROBERT. "An Analysis of Nonpecuniary Job Attributes as Determinants of Workers' Quit Behavior." Ph.D. Dissertation, Northwestern University, 1985.

Organizational and industrial psychologists stress the role of nonpecuniary job attributes as determinants of workers' well-being. This research examines this postulate in the context of workers' quit behavior. Recent job search theory is joined with survival analysis techniques to estimate determinants of workers' quit behavior. Two questions are addressed. Which job attributes appear to be most significant? How much income on average would workers be willing to forego in order to obtain marginal increases in selected nonpecuniary job attributes? A model of search on the job is developed which relates job attributes to voluntary job tenure. Cox's proportional hazards model is proposed as an appropriate estimation technique. Estimation is performed using data from the NLSY 1979-1982. A number of nonpecuniary job attributes are found to be statistically significant determinants of workers' quit behavior. Estimates of marginal rates of substitution of income for nonpecuniary job attributes are quite large for some of the variables. Using an alternative model of worker quit behavior, a worker acquires information about the job's attributes during the course of employment. The relationship between job attributes and voluntary job tenure is demonstrated for this case. This learning on the job model requires different estimation techniques and more detailed data than does the search on the job model. Data constraints are unfortunately binding and estimation of this structural model is not performed. Cohort: Y.

1264 REED, W. ROBERT. "Estimation of Hedonic Prices in the Case of a Pure Search Good." Working Paper 87-01, Department of Economics, Texas A & M University, 1987.

This paper investigates the estimation of marginal willingness to pay in the case of a pure search good. A model of search behavior is developed where consumers search over goods consisting of bundled attributes while simultaneously engaging in consumption. It is demonstrated that marginal willingness to pay can be derived from hazard equations. An empirical analysis is undertaken in order to compare the performance of this model with traditional models of estimating hedonic prices. Labor market data are obtained from the 1979-1982 NLSY. The hazard model is found to be distinctly superior. The approach here is easily generalized to other markets such as the housing and land markets. Cohort: Y.

1265 REED, W. ROBERT and HARFORD, KATHLEEN. "The Marriage Premium and Compensating Wage Differentials." Working Paper 88-11, Texas A&M University, 1988.

Most studies indicate that male married workers earn ten to forty percent more than male single workers. Previous explanations of this earnings differential have hypothesized that this is due to a positive correlation between marital status and unobserved productivity. We propose and test an alternative explanation of the marriage premium that relies upon compensating wages and differences in workers' preferences. If male married workers are earning higher wages than single workers because they are substituting wages for nonpecuniary compensations, then it may be possible to observe the married workers receiving lesser nonpecuniary compensations. I.e., corresponding to a "marriage premium" in wages there may be a "marriage penalty" in nonpecuniary compensations. Using two samples of white, male workers drawn from the NLSY, 1979-1985, we find evidence that marital status is significantly associated with less attractive work dimensions. Previous research on this topic is reevaluated and found to be consistent with this compensating wages hypothesis of the marriage premium. Cohort: Y.

1266 REED, W. ROBERT and HOLLEMAN, JULIE. "Do Women Prefer Women's Work?" Working Paper 88-02, Texas A&M University, 1988.

This paper examines whether the inclusion of nonpecuniary job characteristics can help explain why women are concentrated in low-paying, female-dominated occupations. Two samples of white, female workers are drawn from the NLSY 1979-85. Thirteen nonpecuniary job characteristics are analyzed and significant differences are found between the female and male means for nine of these. Continuous time employment histories are constructed and hazard model analysis is employed to calculate the women workers' marginal willingness to pay for specific job characteristics. Many of these characteristics appear to be significantly valued by the NLS women. However, the empirical results find no clear pattern of preference for those characteristics that most distinguish "women's work." Results from the 1979 and 1982 samples find no evidence that women prefer women's work. On the contrary, some evidence is found that women prefer the nonpecuniary dimensions of men's over women's work. Cohort: Y.

1267 REEDER, AMY L. and CONGER, RAND D. "Differential Mother and Father Influences on the Educational Attainment of Black and White Women." *The Sociological Quarterly* 25,2 (Spring 1984): 239-250.

This paper examines the effects of maternal and parental education, occupation, and encouragement on the educational attainment of women, and whether these influences operate similarly for blacks and whites. Data from the NLS of Young Women are used to examine the situations of 428 white and 145 black females. Findings indicate different patterns in the way mothers and fathers affect their daughters' educational attainments. For both groups of women, father's education was more important than that of the mother, but mother's occupation was more important than that of the father. Mother's occupation and parental expectation variables were important for black women, while parental education variables were more important for white women. Cohort: G.

1268 REEDER, AMY L. and CONGER, RAND D. "The Educational Attainment of Women: Socialization and Allocation Processes." Presented: Knoxville, the Annual Meeting of the Southern Sociological Society, 1980.

In order to test the hypothesis that mothers have a greater impact on the educational success of their daughters than do fathers, data are analyzed for 428 white and 145 black women. Parent's social background characteristics and encouragement for further education were measured in 1968 and 1971. The young women, aged 14 through 17 years in 1968, were asked what their educational goals were in 1971 and the actual years of schooling they completed was obtained in 1975. Throughout the analysis, mother's occupation is especially salient for the attainments of daughters; however, the findings for the special sex-of-parent effect are mixed. As expected, the limited socialization model employed here operated differently for black women who were less able to convert their parent's social position into assets for their own status attainment. In addition, the effects of the mother are consistently stronger for black than for white women. Implications of the findings for current theory and for future research are discussed. Cohort: G.

1269 REIMERS, CORDELIA. "The Timing of Retirement of American Men." Ph.D. Dissertation, Columbia University, 1977.

The study investigates the historical trend in age at retirement, using U.S. Census data on age-specific labor force participation rates and population. It was found that the mean age at retirement remained constant across cohorts of men born between 1866 and 1900, but the variance decreased over time. A behavioral model was developed in which retirement is timed to maximize lifetime utility. A linear probability equation predicting retirement in the following two years was estimated using data from the NLS of Older Men and the Michigan PSID; it was found that poor health and job dissatisfaction are more important than financial variables in inducing early retirement. Finally, the determinants of divergence between expected and actual retirement date and of work after retirement were examined using the NLS data. Cohort: M.

1270 REIMERS, CORDELIA and GARVEY, NANCY. "Toward a Better Measure of Work Experience." Working Paper #119, Industrial Relations Section, Princeton University, 1979.

This paper supports the use of the NLS as being one of the few data sets which provide measures of experience adequate for estimating an earning function as well as all the other data needed. Using the Young Women's cohort, the authors specify equations to predict work experience. The results indicate that demographic information can be used to improve the prediction of experience over that resulting from the common practice of using "potential experience". Not only do race and health make significant differences to amount of experience, but it is also found that marriage and childbearing have significant effects on accumulated work experience of women even at relatively young ages. In light of the significant improvement of the linear estimating equation over the traditional method of estimating experience, the authors feel a Tobit estimation would improve the fit still further. Given data sets with sufficient detail on work histories, this general method could also be applied to provide better predicting equations for actual experience for men and older women. Cohort: G.

1271 RENCE, CYNTHIA. "Work, Wages, and Job Changes: Returns to Labor Market Mobility for Women." Final Report, Employment and Training Administration, U.S. Department of Labor, 1978.

The effects of changes in market jobs on earnings and labor supply decisions for women workers who are in their thirties and forties are analyzed using data from the NLS of Mature Women, 1969-1972. In addition to predicting percentage changes in hourly wage rates as a result of employer changes, this research examines flows out of the paid labor force and adjustments in hours of market work. Quits are divided into family-related quits and job-related quits, and both of these groups are distinguished from job losses. Job-related quits are more likely to increase hours of market work when they change jobs than either family- related quits or joblosers. Forty percent of the women job-changers were hurt by turnover in the sense that they earned less after changing employers than they earned at their old market jobs. Cohort: W.

1272 REXROAT, CYNTHIA. "Women's Work Expectations and Labor Market Experience in Early and Middle Family Life-Cycle Stages." *Journal of Marriage and the Family* 47,1 (1985): 131-142.

Two issues are addressed in this research: the effect of women's work expectations for age 35 on labor market attachment during child rearing years and the extent to which widespread sociodemographic change over the 1970's conditioned the effect of work expectations on the extent of employment. Data from the NLS Young Women's cohort are used in estimating the employment experience of women in the sample. Findings indicate that employment expectations significantly increase the length of women's employment and that some of the effects of sociodemographic change did condition the effect of work life plans. Cohort: G.

1273 REXROAT, CYNTHIA and SHEHAN, CONSTANCE. "Differential Effects of Industrial and Worker Resources on Women's Wages." *Social Science Research* 15 (1986): 1-27.

A developing body of literature within the sociological examination of income equality has established the significance of industrial and worker resources in the determination of wages. However, there is little available information regarding the uniformity of their effects across different types of workers. This paper attempts to specify the ways in which various resources affect the wage rates of several categories of women workers. The major thesis is that resources produce differential payoffs depending on the location of the worker on various dimensions of stratification. Wage determination among women is hypothesized to vary by age, race, and occupational group. Hypotheses concerning the relative effects of worker and industrial resources on two age groups of black and white women in blue-collar and white-collar occupations are tested. Data from the NLS Women's cohort are used to test models of wage determination among these different groups of women workers. In general, our results suggest that stratification is an important mechanism linking resources to wages and should be incorporated into the resource perspective of labor outcomes. Cohort: W.

1274 REXROAT, CYNTHIA and SHEHAN, CONSTANCE. "Expected versus Actual Work Roles of Women." *American Sociological Review* 49 (1984):349-58.

This paper examines the impact of women's long range work plans for midlife on actual work behavior at that age for a cohort of women who were 35 in 1980. We hypothesized that work plans would significantly affect actual behavior at midlife, and moreover, would modify the effects of many variables typically associated with women's employment. Our findings indicate plans did influence subsequent behavior, largely reflecting the realization of plans for those who expected to be employed. Further, marital and fertility status considerably influenced the labor force behavior only of those who expected to be at home, while employment history affected the employment only for those expecting to be employed. These results suggest: (1) demographic and economic change over the 1970s differentially affected this cohort's ability to actualize plans for midlife; and (2) the employment behavior of those who planned to be full-time housewives may be a transitory response to changes in their domestic roles. Cohort: G.

1275 RHEA, VICTORIA A.; STINNER, WILLIAM F.; TONEY, MICHAEL B. "Poverty and Migration Among Metropolitan Young Adults: Race and Gender." Rural Sociological Society, 1988.

The relationship between migration behavior and economic mobility of poor and nonpoor nonmetropolitan youth is examined using data from the NLSY. The empirical analysis centers on respondents aged 18+ who are in the adult labor force. Within the poor and nonpoor groupings, gender and racial/ethnic differences are examined. While migration seems to have no effect on change in poverty status, it does have an effect for whites and for females. Although the effect for whites is positive, the effect for females can be either positive or negative. [Sociological Abstracts, Inc.] Cohort: Y.

1276 RHOTON, PATRICIA. "Attrition and The National Longitudinal Surveys of Labor Market Experience: Avoidance, Control and Correction." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1984.

The NLS cohorts of Older Men, Mature Women, Young Women, and Young Men have been interviewed since the 1960's by the Bureau of the Census; the National Opinion Research Center (NORC) conducts interviews with the NLSY that was begun in 1979. Several attrition problems have been identified and solved based on this extensive experience with interviewing the same individuals over a long period. Over five years, NORC achieved a better than 95 percent retention rate with the youth cohort. Because the Young Men's cohort, begun in 1966, had the highest attrition rate (largely due to the Vietnam War), a special effort was made in 1981 to relocate non-respondents in this cohort, and 37 percent of a previously lost subsample were found. A new rule guiding Census interviewers for the older 1960s cohorts is that no respondents are to be dropped unless they are known to be dead. Studies of attrition conducted in the late 1970s show that all the NLS cohorts were still nationally-representative as of that time. Cohort: B G M W Y.

1277 RHOTON, PATRICIA and STATHAM-MACKE, ANNE. "Attitudes Toward Women Working: Changes Over Time and Implications for the Labor Force Behaviors of Husbands And Wives." In: *Unplanned Careers: The Working Lives of Middle-Aged Women*, Lois B. Shaw, ed., Lexington: Lexington Books, 1983.

This chapter examines the relationship among the respondent's attitudes toward women's roles, the effect of those attitudes on work behavior, and the feedback between women's experience and later attitudes. In addition to these issues, for women married to the same spouse throughout the decade, a smaller subset of women who were married to men in the Older Men's Cohort was studied. Instead of using the wife's perception of her husband's attitudes, it was possible to examine the effects of husbands' attitudes on their wives' work activity and the wives' work activity on their husbands' subsequent attitudes. In general, it appears that the impact of attitudes on work activity has decreased over time, while the impact of work activity on attitudes has increased. Husbands' attitudes toward women working are significantly modified by their wives' work. Also, less traditional husbands tend to work fewer hours. Cohort: M W.

1278 RICHE, MARTHA F. "Longitudinal Surveys." *American Demographics* 4 (June 1982):38-9.

An overview is given of the five NLS cohorts and a capsule history of the project, a brief general description of the cohorts and the data. Findings regarding retirement choices among older men and women with the same education, and unplanned careers among women who mothered the baby boom in the 1950s, are provided. Cohort: B G M W Y.

1279 RIEGER, J. H. and KEIL, THOMAS J. "Rural Manpower Resources and the Migration Turnaround." Presented: the Meetings of the Rural Sociological Society, 1978.

The focus of this paper is on the population turnaround in United States nonmetropolitan areas, specifically, the characteristics of young metropolitan migrants as compared to their resident age peers in rural areas. Using the data from the NLS of Young Men, rural migrants are compared with two classes of in-migrants: (1) "return migrants", persons of rural origin who left for metropolitan areas but had returned by 1973; and (2) "new migrants", persons of urban origin who were living in nonmetropolitan areas in 1973. Using Multiple Classification Analysis, the main effects of the following variables are examined: age, region, race, marital status, social position of family of origin, educational and occupational attainment, industry of employment, socioeconomic and educational mobility. Findings include that both classes of migrants tend to come from advantaged backgrounds and show higher educational and occupational attainments than do natives in rural areas. The migrants are found less frequently in traditional nonmetropolitan industries and more frequently in manufacturing and other industries that are decentralizing. Cohort: B.

1280 RILEY, TERESA MARIE. "The Impact of the Antidiscrimination Legislation on the Employment Status of Women." Ph.D. Dissertation, Syracuse University, 1984.

This paper is a study of the effects of Title VII and Affirmative Action on the employment status of women. To investigate the enforcement effects of the antidiscrimination legislation, the determinants of the probability that a woman would be employed in a traditionally male occupation were studied for two different years. One of the years represented a period of lax enforcement and the other year represented a period of stricter enforcement. The NLS samples used in this study were stratified into four subsamples on the basis of age and race to control for the effects of race discrimination and prelabor market conditioning. Enforcement of the legislation was estimated on an industry wide basis. It was hypothesized that as enforcement increased within industries, employers would be more likely to hire women in traditionally male occupations. Probit analysis was used to estimate the effects of changes in enforcement on the probability that a woman would be hired for a traditionally male occupation. There was a statistically significant increase in the number of women employed in male occupations between the two years of the study. The results of the study, in general, do not support the hypothesis that, as enforcement increases on an industry wide basis, women are more likely to be employed in male occupations. The results do, however, indicate that enforcement activity has had an effect across industry groups. Cohort: W.

1281 ROBINS, PHILIP K. and BLAU, DAVID M. "Fertility, Employment, and Child Care: A Dynamic Analysis." (In-progress Research).

The goal of the proposed research is to provide a comprehensive analysis of the interrelations among child care demand, labor supply, and fertility in families with young children. To accomplish this goal, the NLSY for the years 1982 through 1986 will be used. The NLSY contains perhaps the most comprehensive information available at the household level on utilization of child-care by families with young children. The child-care data will be used together with labor supply and fertility information from the NLSY over the same five-year period. Some of the important issues to be addressed in the study include the following: (1) How does the cost of child care affect labor supply decisions of mothers of young children and other family members, both at a given time and over time? (2) How does the cost of child care affect the timing of births? (3) How does the cost of child care affect the quality of child care purchased in the market and the demand for market versus informal (nonmarket) care? (4) What are the determinants of the cost of child care? (5) How stable are child-care arrangements and do changes in child-care arrangements reflect dissatisfaction with current arrangements or changes in the circumstances surrounding employment? (6) How does the myriad of available child-care subsidies affect fertility, employment, and child-care decisions and what factors determine whether a family chooses to receive a particular type of subsidy? Answers to these and related questions are important both for contributing to a general understanding of the determinants of crucial aspects of family behavior and for an understanding of the possible behavioral effects induced by government policies. A variety of statistical procedures will be employed in the analysis, to exploit the panel feature of the data. These include discrete time hazard rate models, tobit models, and Poisson regression models. [FEDRIP/NTIS] Cohort: Y.

1282 ROBINSON, JAMES C. "Worker Responses to Workplace Hazards." *Journal of Health Politics, Policy and Law* 12,4 (Winter 1987): 665-682.

This paper presents an analysis of individual and collective worker responses to job hazards in the United States, based on data from: the Quality of Employment Survey (1977), the NLS of Young Men (1978), the NLS of Young Women (1980), injury rates from the Bureau of Labor Statistics, and quits and strike probabilities from the Panel Study of Income Dynamics. Results indicate that the levels of expressed dissatisfaction, discharges for cause, and strike frequencies are significantly higher in hazardous jobs than in safe jobs. Individual quit strategies, however, are not consistently associated with higher hazard levels. Implications for the design of future information-oriented health and safety policies are discussed. [Sociological Abstracts, Inc.] Cohort: B G.

1283 ROBINSON, JAMES C. "Workplace Hazards and Workers' Desires for Union Representation." *Journal of Labor Research* 9,3 (Summer 1988): 237-249.

Recent economic studies have interpreted labor unions as facilitating the expression of collective worker "voice" as a complement to individual voice and exit strategies that can be adopted by workers acting alone. The influence of job characteristics on worker desires for union representation is examined using 3 data sets that contain explicit information on preferences. Since several sample selection and variable measurement issues have plagued previous studies, this study uses the union and nonunion samples of the 1978 Young Men's National Longitudinal Survey, and the 1980 Young Women's National Longitudinal Survey. Consistent with the union voice hypothesis, results indicate that workers expressing pro-union sentiments are much more likely than anti-union workers to be employed in jobs with hazardous or otherwise disagreeable working conditions. Finally, Farber (1983) and Freeman (1986) find that the market for union jobs is constrained by management resistance to organizing campaigns. [ABI/INFORM] Cohort: B G.

1284 RODERICK, ROGER D. "Changes in Job Status of Out-of-School Youth." In: Years for Decision, Volume 2. Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1974.

The chapter shows that the increase in rate of pay for young white women from 1968 to 1969 was almost twice that for young black women. The changes are shown to be related to occupation and education. The movement from one employer to another at that time is correlated with education, occupation, length of service in former job, rate of pay, job satisfaction, job attachment, marital status, and residence. Two noteworthy results of an employer change seem to be a higher rate of pay, and a greater perception of job satisfaction by the employees. Changes in geographic location are correlated with occupation, education, change in marital status, and prospective mobility in 1968. The consequences of changing one's geographical location seem to be a greater likelihood for change in job satisfaction and a much smaller increase in rate of pay for those who change locations than for those who did not move. Cohort: G.

1285 RODERICK, ROGER D. "Summary." In: Years for Decision, Volume 2. Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1977.

Most of the young women in the study who were enrolled in school in 1968 were also enrolled in 1969. Approximately 30 percent of those enrolled both years had revised their educational goals from 1968 to 1969. Wage changes from 1968 to 1969 were more favorable to whites (and/or those who changed employers) than blacks (and/or those who kept the same job). The consequences of geographic mobility remained unclear, and although those who moved were more likely to be employed, they were also more likely to report a lower increase in rate of pay. 'Knowledge of the world of work' shows a strong positive relationship to educational attainment and scores on mental ability tests, although the intercolor variation persists. Cohort: G.

1286 RODERICK, ROGER D. and DAVIS, JOSEPH M. "Correlates of Atypicality of Occupational Assignment Among Young Women." Presented: Toronto, Population Association of America, 1972.

This study examines the correlates of atypical occupational assignment. For both whites and blacks, women in atypical occupations are less educated and are from lower socioeconomic backgrounds as compared to those in typical occupations. Also, women in the atypical occupations are more likely to hold full-time jobs, to report stronger work attachment and to be extrinsically motivated in their labor market behavior. In addition, atypical workers usually attain higher rates of pay compared to atypicals. Cohort: G.

1287 RODERICK, ROGER D. and DAVIS, JOSEPH M. "Knowledge of the World of Work." In: Years for Decision, Volume 2. Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1974.

This article analyzes young women's 'knowledge of the world of work' in 1968 and 1969. Respondents were given a ten-question test to determine their familiarity with different occupations. The results were then compared with possible determinants, such as age, color, education, and other outside influences. Of these, color and education, as well as labor force experience, seem to have the greatest effect on the test scores. Some consequences of knowing the world of work appear to be higher pay, a lower rate of unemployment, and a white-collar job. Cohort: G.

1288 RODERICK, ROGER D. and DAVIS, JOSEPH M. "Years for Decision, Volume 2." Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1974.

Data from both the first and second surveys of the NLS of Young Women are used to examine school enrollment and educational aspirations and their correlates. Findings show that as young women get older, they become more realistic in their aspirations. Also explored are changes in job status among out-of-school youth, such as change in rate of pay and interfirm and geographic movement. 'Knowledge of the world of work' appears to have a positive effect on rate of pay and unemployment. Some of young women's behavior patterns are compared with those of the young men, and differences are generally explained by the eighteen-month difference in first interview dates (Young Men-Oct. 1966; Young Women-Feb. 1968). Cohort: G.

1289 RODERICK, ROGER D. and KOHEN, ANDREW I. "Changes in Job Status of Employed Out-of-School Youth." In: Years for Decision, Volume 3. Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1976.

Almost half of the young women respondents who were employed and out of school changed employers from 1968 to 1970. Apparent correlates of interfirm movement include: education, occupation, length of service, prospective mobility, residence, and a change in marital status. Some consequences of changing employers are: change in rate of pay increases, a change in occupation, acquisition of occupational training, and a higher degree of job satisfaction. Cohort: G.

1290 RODERICK, ROGER D. and KOHEN, ANDREW I. "Stability and Change in Labor Force and Employment Status among Non-Students." In: Years for Decision, Volume 3. Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1976.

Labor force participation of young women from 1968 to 1970 is examined using: (1) the mean number of weeks in the labor force during the 12- month period preceding the survey; (2) the percent of respondents spending 52 weeks in the labor force during the period; (3) the percent with any weeks of employment during the period; and (4) the mean number of weeks employed during the 12 months prior to a survey for those with any unemployment during the period. Just over 30 percent of the young women employed in 1968, who married between 1968 and 1970, had left the labor force by 1970. Unemployment seems to be more common and to occur for a longer time for high school dropouts than for those who completed high school. Education, however, appears to bear no regular relationship with change in unemployment experience. Cohort: G.

1291 RODERICK, ROGER D. and KOHEN, ANDREW I. "Summary." In: Years for Decision, Volume 3. Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1976.

About two-fifths of the young women interviewed in 1968 had changed their plans for age 35 by the time of their interview in 1970. These revised plans are consistent with observed rates of labor force participation of women aged 35-44. Also, more young women are unemployed in 1970 than in 1968. Among non-married young women who were employed in 1968, 30 percent of those who married by 1970 withdrew from the labor force as opposed to only four percent of those who remained unmarried. Almost one-half of the nonstudent employed young women changed employers at least once between 1968 and 1970, with slightly fewer blacks having done so voluntarily. Other correlates of interfirm movement are a change in marital status, change in geographical location, change in occupation or rate of pay, acquisition of training, and a change in job satisfaction. Cohort: G.

1292 RODERICK, ROGER D. and KOHEN, ANDREW I. "Years for Decision, Volume 3." Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1976.

Data from the first three interviews of Young Women aged 14-24 in January 1968 are used to study educational and labor market experience. School enrollment status and educational aspirations and their correlates from 1970 are examined and compared with the 1968 figures, as are the respondent's plans for age 35. Unemployment of nonstudents is explored and is found to be more common for high school dropouts than graduates. Education appears, however, to bear no regular relationship with change in unemployment experience. Correlates and consequences of interfirm movement are investigated, with almost half of the respondents who were employed and out of school changing employers from 1968 to 1970. Most consequences, such as rate of pay and degree of job satisfaction, appear to increase with interfirm movement. Cohort: G.

1293 RODERICK, ROGER D. and SHEA, JOHN R. "Typing, Shorthand, and Occupational Assignments of Women: Some Black-White Differentials." Report, Manpower Administration, U.S. Department of Labor, 1972.

The purpose of the paper is to examine some of the factors that may help explain aggregate black-white differences in having had typing and/or shorthand while in high school, and in having used such training in occupations ostensibly requiring typing and/or shorthand skills. Data are from the NLS of Young Women, with the subsets under consideration consisting of those who were full-time employees and had completed exactly 12 years of high school. While urban/non-urban variation in typing-shorthand training was slight, black youth from the urban South were less likely to have such training than were black youth from urban non-South. A positive relationship was found between mental ability and exposure to typing and shorthand. In terms of occupational assignment, typing and shorthand training was directly related to occupancy of clerical jobs in general, but a small proportion of those with such training (especially among blacks) were in jobs most likely to actually require typing and shorthand skills. Cohort: G.

1294 RODERICK, ROGER D.; SHEA, JOHN R.; KIM, SOOKON. "Unemployment Experiences of Nonstudents." In: Years for Decision, Volume 1. Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1971.

Unemployment of young female nonstudents is examined in order to ascertain how much influence demand conditions have on unemployment and to describe some personal correlates of unemployed out-of-school young women. Marital status, age, race, and educational attainment are all shown to be related to the employment rate. Occupation, attitude, and rate of pay all appear to be related as well. The federal minimum wage affects this last factor, however, and an analysis of this has not been done. Cohort: G.

1295 RODERICK, ROGER D.; ZELLER, FREDERICK A.; DAVIS, JOSEPH M. "Employment Patterns." In: Years for Decision, Volume 1. Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1971.

This article examines the types of employment of young women and their relationship to race, marital and family status, education, and training, as well as labor market characteristics. Rate-of-pay is next examined, and is shown to correlate positively with educational attainment. Type of occupation appears to be related to rate of pay as well, although differently for whites than for blacks. Child care is also discussed. Cohort: G.

1296 ROGERS, DAVID EDWARD. "The Effects of Individual and Occupational Characteristics on the Career Paths of Young Males." Ph.D. Dissertation, Cornell University, 1982.

Researchers have long been interested in factors influencing the initial labor force attachment and subsequent mobility of young workers. Many investigators examine various human capital investments that individuals undertake to differentiate themselves and improve their market position. Other researchers maintain that augmenting an individual's stock of human capital yields an insignificant marginal return because employment opportunities are non-existent or highly restricted. This view posits that labor markets are segmented and that discrimination, certain systematic factors, and even random effects can start workers off in bad jobs, and once there, antiwork behavior is reinforced, thereby creating a dead-end situation. This debate prompts several related questions for analysis. First, can we empirically document the existence of a secondary sector and what are its characteristics? Second, who gets these bad jobs? Are there differential characteristics of these workers, observable or unobservable, that might attribute the segmentation to heterogeneity in the population? Finally, to what extent is there mobility over time between good and bad jobs? Specifically, the research provides an empirical test of the dead-end hypothesis, i.e., that a set of jobs restrict subsequent mobility. Of key interest is the extent to which it is the characteristics of the jobs (state dependence) or unobservable individual differences (heterogeneity) which cause this effect. The research uses recent information from the NLS of Young Men and the Dictionary of Occupational Titles to construct four-year work histories for 358 young males as they leave formal schooling. While this sample exhibits what can only be called a substantial amount of intersegment mobility, there is nevertheless some evidence which suggests that the sector of past employment has an independent effect on sector of current employment. However, when controls for unobservable heterogeneity are incorporated, all evidence of sector persistence is eliminated. This suggests that it is not the past sector of employment per se which creates the observed persistence, but rather characteristics unique to the individuals. Cohort: B.

1297 ROMERO, CAROL JUSENIUS. "Retirement and Older American's Participation in Volunteer Activities." In: *Problem Isn't Age: Work and Older Americans*, S.H. Sandell, ed., New York: Praeger, 1987.

This article provides an overview of voluntarism in the United States and characterizes who volunteers and why. Data from national surveys on voluntarism indicate that relatively few adults (less than a third in 1981) perform volunteer work for formal organizations, and that voluntarism is greater among younger than older adults and greater among older women than older men. Analysis of three ACTION programs designed for senior volunteers indicates that a large majority of participants are unmarried women living alone. Data from the National Longitudinal Surveys of Mature Men and Mature Women indicate that male voluntarism is not affected by race, marital status, age, or health status. It also is unaffected by employment status, amount of time employed, years since retirement, or continued work after retirement. Voluntarism is greater among men who are more financially secure, more educated, have a desire to remain active, and live outside cities in areas with low unemployment rates. Regardless of type, volunteer activity is more likely to be practiced among more educated women with a history of volunteering. Lower rates of voluntarism are associated with not working and lower income from assets for men, while these factors affect only social-welfare voluntarism of women. Includes references. [AgeLine] Cohort: M W.

1298 RONES, PHILIP L. "The Retirement Decision: A Question of Opportunity." Report, Bureau of Labor Statistics, Department of Labor, 1980.

The purpose of this paper was to discuss: (1) the problems in using labor force data to study casual factors of retirement trends; (2) the anticipation impact of the Age Discrimination in Employment Act (ADEA); and (3) the political labor supply of current retirees. Current Population Survey data was analyzed, using results from other research such as the 1968 and 1969 Survey of Newly Entitled Beneficiaries, the Retirement History Study, the National Longitudinal Survey, and the 1974 Louis Harris Survey. Men and women in the 60-64 and 65+ age groups were analyzed separately. It was found that: (1) the complexity of forces influencing the retirement decision makes it difficult to infer causalities from labor force participation rate trends, since the impact of a single factor can easily be hidden by countering factors; (2) it is likely that the 1978 Amendments to the ADEA will have little short-term impact on the retirement decision; and (3) little is yet known about the extent to which people older than the "normal" retirement age wish to work. It was noted that the Department of Labor has contracted to do additional research on these subjects, which should dispel some of the confusion currently surrounding them. [AgeLine] Cohort: M.

1299 RONES, PHILIP L. and HERZ, DIANE E. "Labor Market Problems of Older Workers." Report, Bureau of Labor Statistics, U.S. Department of Labor, 1989.

This report, prepared by the Bureau of Labor Statistics, analyzes labor market problems of displaced older workers. It reviews the available data on the extent and nature of unemployment, discouragement, and displacement and focuses on institutional arrangements, such as pension rules and the supply of part-time jobs that may limit the employment opportunities for older workers. Cohort: M W.

1300 ROSEN, HARVEY S. "The Impact of U.S. Tax Laws on the Labor Supply of Married Women." Ph.D. Dissertation, Harvard University, 1974.

Payroll and progressive income taxes play an enormous role in the American fiscal system. It is therefore of some importance to know the extent to which they influence work incentives. Some econometric evidence is presented on the effects of taxes on married women, a group of growing importance in the American labor force. A testable model of labor supply is developed which permits statistical estimation of a "coefficient of tax perception." Unlike previous models of labor supply, it allows for the possibility that the wage may depend on the number of hours worked. Contrary to much of the literature, results strongly suggest that marginal tax rates do have an important impact on labor force behavior. Cohort: W.

1301 ROSEN, HARVEY S. "Tax Illusion and the Labor Supply of Married Women." *Review of Economics and Statistics* 58 (May 1976):167-72.

This study discusses the impact of tax rates on the labor supply of married women. The most important empirical result is that married women correctly perceive the wedge between the gross and net wage that is imposed by the income tax. That is, their labor supply decisions are based upon the after-tax wage, as suggested by basic economic theory. Cohort: W.

1302 ROSEN, HARVEY S. "Taxes in a Labor Supply Model with Joint Wage Hour Determination." *Econometrica* 44 (May 1976):485-507.

Using cross-section data on white married women for the year 1976, a model of labor supply which permits statistical estimation of a "coefficient of tax perception" is studied. The model allows for the possibility that the wage may depend upon the number of hours worked. The results suggest that marginal tax rates have an important impact on labor market behavior. Cohort: W.

1303 ROSENBERG, HARRY M. "The Influence of Fertility Strategies on the Labor Force Status of American Wives." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1972.

This dissertation examines the influence on a married woman's labor force participation of four indicators of her "fertility strategy": (1) her current age; (2) age at time of her first birth; (3) number of children ever born; and (4) age of her youngest child. The author estimates that each additional child is associated with a five percentage point reduction in female labor force participation. If this relationship has held historically, then declining family size since 1900 has accounted for about half of the observed increase in labor force participation rates since the beginning of the century. Cohort: W.

1304 ROSENBERG, SAM. "Economic Contractions and Racial Differentials in Male Job Mobility." *Industrial Relations* 26,3 (Fall 1987): 291-295.

Using data drawn from the National Longitudinal Surveys, the effects of the economic contraction of 1969-1975 on the occupational mobility of older black and white male workers was examined. The sample contained 440 black and 1,041 white males who: (1) reported a current occupation, (2) were not enrolled in school, and (3) indicated their major activity during the survey week was either "working" or "with a job but not at work." It was limited to the years 1966, 1969, and 1975. Occupational standing was measured with the one-digit Census occupation and the Duncan socioeconomic status index (SES), an ordinal prestige scale assigning a rank between 0-97 to each of the 3-digit 1960 Census occupations. Overall, in 1969, whites held positions with an average SES value of 42.83, while those held by blacks averaged 21.91. The average SES scores were virtually the same in 1969 and 1975. Although many workers changed positions, these fluctuations balanced out. Accumulated evidence concerning two economic contractions in the early 1980s suggests that black men were more negatively affected by the economic conditions than were white men. Moreover, black men who lost their jobs were less likely to locate other positions than white men. [ABI/INFORM] Cohort: M.

1305 ROSENBERG, SAM. "Occupational Mobility and Short Cycles." In: *The Dynamics of Labour Market Segmentation*, Frank Wilkinson, ed., New York: Academic Press, 1981.

The author examined the impact of cyclical fluctuations, during 1966-75, on the occupational experience of older male workers. Within a labor market segmentation framework, the questions analyzed were: (1) what is the extent of upward occupational mobility from the secondary sector to the primary sector in times of economic expansion; (2) what is the extent of downward occupational mobility from the primary sector to the secondary sector during economic downturns; (3) what is the degree of permanence of upward occupational mobility over the business cycle; and (4) what racial differentials exist in mobility patterns? The findings suggest that there is some upward mobility from the secondary sector to the primary sector during the expansion phase of the business cycle. However, many workers return to the secondary sector during economic slumps. The particular mobility patterns observed correlate to a degree with trends in labor demand, as measured by fluctuations in the size of different occupations over the business cycle, and the extent of unemployment in those occupations. Cohort: M.

1306 ROSENBERG, SAM. "Racial Differences in Younger Male Occupational Mobility over the Business Cycle, 1966-1975." Proceedings of the Thirty-eighth Annual Industrial Relations Research Association (1986):391-399.

This paper examines the effects of cyclical fluctuations during 1966-1975 on the occupational mobility of younger black and white male workers. Blacks were more likely to be found at the bottom of the occupational hierarchy than were whites in 1966, 1969, and 1975. Both groups moved up the occupational structure over the time period. However, whites beginning in the same occupation as blacks generally improved their occupational standing more than did blacks. Cohort: B.

1307 ROSENFELD, RACHEL A. "Race and Sex Differences in Career Dynamics." *American Sociological Review* 45 (August 1980):583-609.

In this paper, career differences by race and sex are analyzed. Careers are defined as trajectories of socioeconomic status and wages and are described by a linear differential equation model. It is assumed that the different groups defined by race and sex tend to be in different labor markets and economic sectors and to face different opportunity structures even within labor market divisions. This assumption guides predictions for and interpretation of results with respect to various aspects of career inequality: initial status and wage level; potential status and wage levels; effects of human capital, family background, and family of procreation variables on initial and potential wage and status levels; and speed of advancement. Pooling of cross-sections and time-series techniques are used to estimate the model, with data from the NLS of Young Men and Women. Cohort: B G.

1308 ROSENFELD, RACHEL A. "Women's Employment Patterns and Occupational Achievements." Ph.D. Dissertation, University of Wisconsin, 1976. Also in *Social Science Research* 7 (March 1978):61-80.

The author investigates the relationship between employment patterns and occupational advancement. Because women have less extensive and continuous employment, they invest less in human capital, have fewer opportunities for job mobility and gain fewer occupational rewards over their work lives. A small but statistically significant effect of employment experience on occupational status was found for white women, but not for non-whites. Cohort: W.

1309 ROSENFELD, RACHEL A. "Women's Intergenerational Occupational Mobility." *American Sociological Review* 43 (February 1978):36-46.

This study examines an intergenerational mobility matrix of father's occupation by mother's occupation by daughter's occupation by race by age. The findings indicate that both mother's occupation and father's occupation are significant dimensions of women's intergenerational occupational mobility. In cases in which the mother had been employed when the daughter was 15 years of age, the mother's occupation had a more significant effect on the daughter's occupational destination than the father's. The mother's occupation was determined to be a true effect of occupational level rather than an effect primarily of maternal employment outside the home at any occupation. Cohort: W.

1310 ROSENFELD, RACHEL A. "Women's Occupational Careers: Individual and Structural Explanations." *Sociology of Work and Occupations* 6 (August 1979):283-311.

Men tend to move up in status over their work lives; women tend to remain at the same level. Two types of explanations can be used to explain this difference: (1) those focusing on individual characteristics which tend to vary by sex, especially employment patterns; and (2) those focusing on the differences in opportunity structure by sex. Research is reviewed which attempts to examine more directly the effect of individual versus structural factors on occupational achievement. While the evidence is not clear-cut, it does suggest more attention be paid in quantitative research on women's achievements to the structure of opportunity. Cohort: W.

1311 ROSENFELD, RACHEL A. and NIELSEN, FRANCOIS. "Inequality and Careers: A Dynamic Model of Socioeconomic Achievement." *Sociological Methods and Research* 12,3 (February 1984): 279-321.

Socioeconomic careers involve a process of attainment. One model that explicitly recognizes this is a simple linear differential equation model. This article shows how such a model can be used to describe careers in terms of entry levels and their determinants, potential levels and their determinants, and the rate of achievement. Such models, while conceptually simple, have some statistical complications over usual models used when it comes time to estimate them. The second half of the article describes some of these complications and ways of dealing with them. Cohort: B G.

1312 ROSENMAN, LINDA S. "Marital Status Change and Labor Force Readjustments: An Analysis of Female Heads of Families." Ph.D. Dissertation, Washington University (St. Louis), 1977.

A sample of 275 female heads of families was drawn from the NLS of Mature Women. Functions for the values of home, market, and leisure time were estimated and dollar values for each of the three uses of time were calculated for each woman in the sample. These three values were used as a basis for an investigation of the factors affecting labor supply of women before and after their marriage ended, and changes in labor supply and labor force participation over the time period in which marital status changed from married spouse present to unmarried. The results suggest that the labor force behavior of these women is strongly influenced by changes in the relative values of home, market, and leisure time, as well as by the typically sharp drop in family income that occurs with loss of a husband. A model predicting the probability that a woman will invest in training when her marriage ends is also estimated. Cohort: W.

1313 ROSENTHAL, EVELYN R. "Structural Patterns of Women's Occupational Choice." Ph.D. Dissertation, Cornell University, 1974.

The sex structure of occupations cannot be predicted on the basis of job relevant traits of women. The view that occupations chosen by women are a response to special traits of women that make them more suitable for traditionally female jobs receives no support from an analysis of the work experience and job relevant traits of a national sample of working women. The work relevant characteristics that are examined are low financial motivation to work, low geographical mobility potential, lack of interest in job advancement, and low labor force commitment. A mature women's occupational choices are less dependent upon her early socialization than on aspects of her current environment as determined by the structure of her family of procreation and the opportunities presented by employers and other occupational gatekeepers. This hypothesis is examined using Census reports, published case studies of specific occupations and interview data from a national sample of women 30-44 years old. Three sets of variables are explored as influential in women's occupational decisions. Social origins, potential occupational attainment, and family life decisions are viewed in a path analytic framework as determinants of women's occupational choices. Examination of the direct and indirect effects of these three sets of variables shows that the work activity of mature women can be viewed as a response to the need to balance non economic family needs with economic rationality. Social origins predict women's occupational choices by socioeconomic level in a manner similar to that of men, but have no effect on women's job choices on the dimension of the degree of male dominance in the occupation. Women's family life decisions, such as the timing of marriage and family building, and choice of spouse (based on occupational status and earnings) also influence women's job choices. Potential occupational attainment, measured by education and experience, affect the job choices of mature working women, mediated by the effects of economic need and family constraints. The interview data employed to explore the structural patterns of women's occupational choice are from the NLS of Mature Women (N = 5083) who were 30-44 years old in 1966. Cohort: W.

1314 ROSENZWEIG, MARK R. and WOLPIN, KENNETH I. "Dynamic Behavior and the Estimation of Birth Outcome Production Functions." (In-progress Research). Cohort: Y.

1315 ROSENZWEIG, MARK R. and WOLPIN, KENNETH I. "Intergenerational Financial Assistance over the Adult Life Cycle of Parents and Children." (In-progress Research).

The principal objective of the proposed project is to assess how changes in the life course of both parents and children influence the incidence, direction and magnitudes of financial assistance from parents to their adult children, and the siblings of these children, and from adult children to their parents. Data from all five cohorts of the NLS will be combined and linked to form pairs of siblings and/or parent-child matches stratified by sex and race. Longitudinal information on these matched pairs will be used to obtain estimates, by race and sex, of the importance of intergenerational financial transfers (1) relative to the incomes of both recipients and of donors and (2) relative to the amount of public assistance income, by program type, received over a substantial fraction of the joint life cycles of parents and their adult children (up to 17 years). Estimates will also be obtained of (1) how changes in family structure (fertility, divorce, death), in wage rates, in unemployment spells, in the incidence of illness and other life-cycle events in both the "child" and "parental" generations jointly influence the flows of financial assistance between them and (2) the effects of public transfer income on intergenerational family transfers. The analyses will employ estimation procedures and specifications that allow for the existence of time persistent unobservables correlated across generations, for endogeneous labor supply and savings behavior and for strategic behavior. Behavioral models of intergenerational transfers incorporating uncertainty and dynamic behavior will be developed and estimated with the objective of achieving a better understanding of the motivations for intergenerational transfers and for evaluating the robustness of prior findings on exchange versus altruistic motives to the introduction of more realistic assumptions about the heterogeneity of populations and life cycle behavior. The merged panels of cohort data will thus be used to ascertain how the consequences of differing but contemporaneous life-cycle events experienced by parents and their adult children are shared between and across generations and how public programs affect these intergenerational financial linkages. Cohort: B G M W Y.

1316 ROSENZWEIG, MARK R. and WOLPIN, KENNETH I. "Parent Demographic Behavior - Child Health and Development." (In-progress Research).

The principal objective of the proposed project is to explore the interrelationships among the demographic behavior of parents, child health and cognitive development, parental socioeconomic characteristics, and public programs. Estimates will be obtained (1) of the effects of the pre-and postnatal behaviors of parents on the health and cognitive development of infants and children and (2) of how unanticipated health outcomes, differences among children in healthiness and abilities, public health and other governmental programs, parental socioeconomic status and parents' information about health processes interact to influence their fertility and other health-related decisions. The data base to be used for the analysis is the NLSY 1979-1986. This data base provides information, as of 1986, on approximately 3000 mothers and their 5500 children, including information on prenatal care, birth-weight, infant feeding practices, and maternal prenatal health practices, and contains a complete demographic history. The project will make particular use of the supplemental survey of children in the eighth round of the panel survey, which provides a variety of detailed measures of child health, cognitive development and the quality of the child's household environment. The survey data will be merged with community-level variables corresponding to local-area programs and prices that influence parental decisions, and ultimately, child health. The models and estimation procedures will take into account heterogeneity within and across households in health predispositions, and dynamic decision-making by parents that is responsive to unanticipated birth and health outcomes. The analyses will exploit the unique features of the new data base--the availability of longitudinal information on both parents and all of their children (siblings) and the availability during the course of the project of updated information on demographic and health outcomes. These data thus permit assessments of both the robustness of alternative estimation procedures that have been used in prior work to quantify the child health effects of parental behavior and the ability of the estimated models to predict child health and other demographic outcomes. [NTIS/FEDRIP] Cohort: C.

1317 ROSENZWEIG, MARK R. and WOLPIN, KENNETH I. "Rational Expectations and Ex Post Facto Rationalizations: The Value of Subjective Measures of Excess Children." Paper, University of Minnesota, 1988.

This paper assesses the usefulness of an attitudinal fertility variable describing the "wantedness" of children. The authors formulate a dynamic model of fertility behavior which incorporates uncertainty about child traits in order to assess the informational content of retrospectively-ascertained measures of wantedness. Utilizing data from the NLSY, the authors test for bias in wantedness information that may arise from both parents' responsiveness to the observed characteristics of their children as well as from biases in their expectations about their children's endowed traits. Results indicate that reports of wantedness obtained after children are born are significantly influenced by children's traits (ex post rationalization) and that mothers exhibit overly optimistic expectations regarding their children's endowed qualities. As a result, the retrospective measure of wantedness commonly collected and used to measure the principal consequence of imperfect fertility control overstates substantially the actual incidence of unwanted births. The authors conclude that the incidence of unwantedness based on information obtained from cross-sectional fertility surveys neither measures appropriately the family size or resource-allocation consequences of imperfect or costly contraceptive technology nor is a reliable indicator of child neglect. Cohort: Y.

1318 ROSS, SUE. "The Timing and Spacing of Births and Women's Labor Force Participation: An Economic Analysis." Ph.D. Dissertation, Columbia University, 1973.

Some economic aspects of the timing and spacing of births are analyzed and women's labor force participation is examined relative to this timing and spacing. According to the model developed in Chapter II, women with more education who have a higher price of time and a more steeply rising profile over their lifetimes than do less educated women should have their children closer together and earlier than less well educated women. The income effect depends on both the level and timing pattern of income. Families with high income should, other things equal, have the first birth sooner and subsequent births more widely spaced. Those with a steeply rising income, especially in the young adult years, should have children later; this later start would probably cause them to have subsequent births closer together. Cohort: G.

1319 ROSS, SUE. "Usefulness of the Parnes Data for Analysis of the UI System." Final Report, Assistant Secretary for Planning, Evaluation, and Research, U.S. Department of Labor, 1974.

An examination of the four waves of NLS of Older Men for validity showed that although the data contain some measures of individual characteristics that are not available from other sources, the four waves of the survey are not entirely comparable in continuity of time periods and completeness of information. Some difficulty is encountered interpreting the data because of differences in interview method. Earlier concerns about lack of usable samples due to expected low incidence of unemployment in the age group were found to be unnecessary. Greater familiarity with the data is expected to lead to further and more efficient applications of the results. Cohort: M.

1320 RUMBERGER, RUSSELL W. "Changing Economic Benefits for College Graduates." *Economics of Education Review* 3,2 (Spring 1984).

This paper examines the relative economic benefits for white male college graduates in 1971 and 1976. It focuses on two factors that may account for some of the observed differences in the economic value of college: different indicators of economic benefits and variations in benefits by college degree and major. The results suggest that the relative economic benefits for white male college graduates changed little in the first half of the 1970s. In both years, relative benefits do depend, however, on the area and type of college degree as well as the particular economic measure being considered. Cohort: B.

1321 RUMBERGER, RUSSELL W. "Dropping Out of High School: The Influence of Race, Sex, and Family Background." *American Educational Research Journal* 20 (Summer 1983):199-220.

This paper examines the extent of the high school dropout problem in 1979 and investigates both the stated reasons students leave school and some of the underlying factors influencing their decision. Particular attention is focused on differences by sex, race, and family background. Data for this research come from the NLSY, a national sample of youth who were 14 to 21 years of age in 1979. A multivariate model is developed to estimate the effects of family background and other factors on the decision to drop out of school. Several results emerge from the study. The reasons students cite for leaving school vary widely, with women more likely to leave because of pregnancy or marriage and men more likely to leave to go to work. Family background strongly influences the propensity to drop out of school and accounts for virtually all of the racial differences in dropout rates. A variety of other factors, including ability and aspirations, also influence this decision. Cohort: Y.

1322 RUMBERGER, RUSSELL W. "The Economic Decline Of College Graduates: Fact Or Fallacy?" *Journal of Human Resources* 15 (Winter 1980):99-112.

Using Census data and information from the Department of Labor on the skill requirements of jobs, two models were tested in order to evaluate changes in the position of workers between 1969 and 1975. The first model was based on workers' mean weekly earnings. The second model was based on the discrepancy between the skill requirements of jobs and workers' educational skills. The results indicate that the economic position of male college graduates compared to high school graduates did not decline during this period in terms of relative earnings, but did decline in terms of the relative utilization of educational skills. Cohort: B.

1323 RUMBERGER, RUSSELL W. "The Incidence and Wage Effects of Occupational Training Among Young Men." *Social Science Quarterly* 65,3 (September 1984):775-788.

This paper examines the extent and wage effects of formal occupational training acquired by young men. The research focuses on differences in setting, type, and intensity of training acquired. The results reveal that investments in formal occupational training is widespread. While the wage effects of occupational training compare favorably with schooling and general work experience, effects vary considerably among settings and types of training as well as between whites and blacks. Differences due to measures of training intensity suggest that training may serve more as a screening device than as a way of augmenting productive job skills. Cohort: B.

1324 RUMBERGER, RUSSELL W. "The Influence of Family Background on Education, Earnings, and Wealth." *Social Forces* 61 (March 1983): 755-773.

This paper examines the extent to which wealth explains the relationship between family background and adult economic status for white and black males. Wealth is treated both as a component of family background and as a measure of adult economic status. The findings reveal that parental wealth influences schooling independent of other, social components of family environment. For white males, parental wealth has a direct effect on earnings, even controlling for its effect on schooling. Also, for white males, parental wealth exerts a direct and stronger effect on son's wealth after controlling for its effects on schooling and earnings. Cohort: B M.

1325 RUMBERGER, RUSSELL W. "The Inheritance of Earnings and Wealth." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1980.

The author examines the role of wealth in explaining the relationship between family background and adult economic status for white and black males. These results show that parental wealth as a financial component of family background exerts an influence on schooling that is independent of other social components of family environment. This influence is stronger for black males than white males. Parental wealth has a direct effect on earnings for white males only. In addition, parental wealth has a direct effect on son's wealth after controlling for its effects on schooling and earnings. Finally, the total effect of parental wealth and wealth of white males is much stronger than its effect on earnings. Cohort: B.

1326 RUMBERGER, RUSSELL W. "Recent High School and College Experiences of Youth: Variations by Race, Sex, and Social Class." *Youth and Society* 4 (June 1982):449-470.

This paper examines several high school and college experiences of youth in 1979 and notes their variation by race, sex, and socioeconomic background. At the high school level, experiences include attitudes toward school, performance, programs and courses, and the problem of dropping out; at the college level, they include participation rates, attendance patterns, major field of study, and sources of financial aid. The results reveal substantial differences in some educational experiences, but not others. For example, attitudes toward school and college participation rates vary little among groups, while high school dropout rates vary widely among race and socioeconomic groups, and college majors vary somewhat among racial groups and particularly between men and women. Cohort: Y.

1327 RUMBERGER, RUSSELL W. and DAYMONT, THOMAS N. "The Economic Value of Academic and Vocational Training Acquired in High School." IFG Project Report 82-A23, Institute for Research on Educational Finance and Governance, Stanford University, 1982.

This study examines whether differences in high school curricula lead to differences in labor market opportunities for persons who complete 10 to 12 years of schooling and acquire no postsecondary training. Data come from the NLSY and include detailed information on course work taken from high school transcripts. The results show no systematic advantage of one high school curriculum relative to another, although in some instances--for some students and in some areas--vocational preparation produces superior labor market effects to those produced by other curricula. Cohort: Y.

1328 RYCROFT, ROBERT S. "Causes of the Racial Differences in Unemployment Rates among Male Youth." *Nebraska Journal of Economics and Business* 19,4 (Autumn 1980): 37-45.

One of the most noticeable indicators of the inferior labor market position of nonwhites in the United States is the well-known differential in group unemployment rates. This research attempts to quantify the contribution of various factors to this differential using data from the 1969 NLS of Young Men. This survey year was selected because it was the peak year of the business cycle which had begun earlier in the decade, and it was felt that the likelihood of distorted results stemming from cyclical factors would be minimized. The results appear to confirm that a substantial part of the unemployment rate differential between whites and nonwhites is not explained by any inferior endowment of nonwhites. The implications of this for policy are that the standard supply-side policies of remedial education and skill training cannot be relied upon to entirely close the gap. Demand-side policies such as antidiscrimination laws and job creation programs may be required to complete the job. Cohort: B.

1329 SALVO, JOSEPH JOHN. "Work-Related Attitudes and the Earnings Attainment Process of Women and Men." Ph.D. Dissertation, Fordham University, 1982.

Although sociological research on the status attainment process has traditionally stressed the relevance of attitudes, such variables have been neglected in recent studies aimed at comparing the earnings attainment process of men and women. Social scientists suggest that the substantial shifts which occurred over the past few decades in sex-role norms have made earnings attainment, on an individual level, more sensitive to differences in attitudes related to work. This hypothesis is reinforced by economists who have for many years portrayed earnings attainment as a function of human capital investment, which is at least in part determined by preferences and expectations related to work. The present study examines the relationship between work-related attitudes, investments in human capital, occupational achievement and earnings attainment among comparable samples of white men and women. Panel data from the NLS are used to construct and test a revised model of earnings attainment which includes two attitudinal variables, namely attitudes toward the employment of women and occupational aspirations, along with multiple measures of human capital investment. The results of this study clearly indicate that attitudes have significant effects on earnings attainment, both indirectly via investment for both sexes, and directly on earnings for women. These findings suggest that more attention should be paid to attitudinal factors in earnings models. This is especially true given the fact that attitudes display effects which are significantly different by sex, and in some instances inject the only shades of difference in an otherwise similar picture. Cohort: B G.

1330 SAN, GEE. "The Early Labor Force Experience of College Students and their Post-College Success." *Economics of Education Review* 5,1 (1986): 65-76. Also Ph.D. Dissertation, Cornell University, 1984.

Research on the part-time employment of college students has concentrated on the effect of in-school employment on academic achievement and study persistence (completion of the degree program). However, none of the studies that addressed on-campus employment has examined the impact of college students' part-time employment on their post-college success. Studies which focus only on college students' academic achievement or study persistence do not tell whether the students' part-time employment will ultimately affect their post-college success. This study seeks to fill the gap in the literature by examining the impact of college students' labor force experience on their post-college success. In particular, a model is developed of college students' postcollege earnings in which earnings depend upon the students' family income, family background, quality of education, and labor market experience, as well as other observable and unobservable individual effects. Pooled time-series cross-section data from the NLS of Young Men 14-24 (1966-1975) are used to estimate this model. The results of the study provide insights into the answers to several related questions of policy importance. How do students' work or nonwork time activities affect their academic success and their post-college wages? How do financial aid packages affect students' post-college earnings? Given that cuts in financial aid have been enacted and are likely to be maintained in the future, how will such cuts affect students' work-time decisions and their post-college earnings? Empirical evidence from this study suggests that students' in school work experience has a positive effect on their post-college earnings for at least three years but has no effect on their employment. In some specifications of the model, the positive effect on earnings lasts at least five years. The empirical evidence also shows that cuts in student financial aid will inevitably induce students to work more. This may either adversely affect students' study persistence or favorably increase their post-college earnings because of the benefits of in-school labor force experience. The net effect of these two contrasting forces proves to be positive for the sample used; a cut in financial aid appears to increase expected future earnings. Cohort: B.

1331 SANDELL, STEVEN H. "Attitudes Toward Market Work and the Effect of Wage Rates on the Lifetime Labor Supply of Married Women." *Journal of Human Resources* 12 (Summer 1977):379-86.

This study observes the lifetime labor force participation of married women and analyzes the consequences of excluding taste variables from the conventional economic model. The author focuses on the extent of each participant's work experience during the time span between her first child and 1967. When attitudinal variables are included in the analysis, a decrease in the effect of the wife's potential wage on her postnatal labor supply is observed. Therefore, the frequent omission of these variables probably yield upward biased estimates of own wage elasticities. It is still unclear whether the wage results are more accurate for equations that include or exclude taste variables. Cohort: W.

1332 SANDELL, STEVEN H. "The Demand for College Quality." Presented: New York, American Educational Research Association Meetings, 1977.

The quality of the college education obtained by young men and, to a lesser extent, young women is related to their ability and the socioeconomic position of their parental families. Young men and women from high income families obtain both greater quantity and quality education than those from low income families. Part of the economic return to ability is probably a return to college quality. The study's findings help explain the smaller return to education for married women when compared to married men. Cohort: B G.

1333 SANDELL, STEVEN H. "The Demand for College: The Effect of Local Colleges on Attendance." Presented: San Francisco, American Educational Research Association, 1976.

This study finds that only limited additional college enrollment is associated with the existence of local public colleges. While this result conflicts with widely held assumptions, it is consistent with previous research and probably due to the limited effect of attending a local college on the total cost (including foregone earnings) of investment in higher education. The proximity of a college induces persons who would have enrolled in out-of-town institutions to attend college locally. Local two-year public colleges increase the likelihood that white women and black men will seek higher education. Futhermore, the college attendance decision is often made at the time the student enters high school, i.e., academic curriculum explains a large portion of the variance in college enrollment demand among individuals. Hence, the decision to go to college is at the very least heavily influenced by parents. Cohort: B G.

1334 SANDELL, STEVEN H. "Is the Unemployment Rate of Women Too Low? A Direct Test of the Economic Theory of Job Search." *Review of Economics and Statistics* 62 (November 1980):634-37.

In this analysis, job search behavior of unemployed married women is examined as well as actual observations of reported reservation wages, duration of unemployment and subsequent wage gain. Findings show women with higher reservation wages are subject to longer periods of unemployment but are rewarded with higher paying jobs. Women who lose their jobs experience longer unemployment periods than women who leave their jobs. Economic and local labor market conditions significantly affect the unemployment duration of married women. Based on financial considerations, it is found that married women could profitably spend a longer period of time on job search and thereafter, attain higher wages. Finally, the author examines possible causes for under-investment in job search activities. Cohort: W.

1335 SANDELL, STEVEN H. "Job Search by Unemployed Women: Determinants of the Asking Wage." *Industrial and Labor Relations Review* 33 (April 1980):368-78.

This study uses actual observations of women's reservation wages to show that the behavior of unemployed women is consistent with the predictions of the job-search paradigm. Using a two-stage least squares procedure to estimate the model, those variables reflecting wage expectations and unemployment duration are generally statistically significant in the anticipated directions. In particular, one of the most striking findings shows that unemployed women significantly reduce their reservation wages as the unemployment period progresses. In addition, women who receive unemployment insurance benefits request substantially higher wages. Overall, the results show that these women are committed to finding work and thus respond to economic incentives in their job search behavior. Cohort: W.

1336 SANDELL, STEVEN H. "Lifetime Labor Force Participation of Married Women." In: *American Workers in a Full Employment Economy*: A Compendium. U.S. Congress, Joint Economic Committee, 1980.

In this paper the economic model used to explain the labor force participation of married women at a point in time has been adapted to study the determinants of lifetime participation. Different influences were observed for the periods before and after the first child was born. While greater education of the husband is associated with lower labor force participation of women in the post-natal period, women whose husbands have greater-than-average educational attainment worked a greater proportion of the years available before the birth of their first offspring. Although the net positive effect of the wife's potential wage on her labor force participation reported here is consistent with previous research, it was found that the size of the wife's own wage effect was slightly smaller than the husband's wage effect on the wife's labor supply. In addition, inclusion of variables which purport to measure the taste of the women for market work reduces the observed positive effect of the wife's potential wage on her post-natal labor supply. Cohort: W.

1337 SANDELL, STEVEN H. "Women and the Economics of Family Migration." *Review of Economics and Statistics* 4 (November 1977): 406-414.

In this paper, an economic model is developed to explain the family decision to migrate and the effect of migration on the labor market earnings of men and women. It is based on the tenet that family utility, defined operationally as the husband's and wife's labor market earnings and leisure, is a significant consideration in a (husband-wife) family's decision to migrate. The empirical results are consistent with the theory. On the one hand, the labor market orientation of the wife seems to be taken into consideration in the decision of a family to migrate. On the other hand, the migration of the family increases the earnings of the husband but does not increase the labor market earnings of the wife. In contrast, the earnings of never married women increased after moving. Since family earnings have been shown to increase as a result of migration, the decision to migrate is rational from the viewpoint of the family. It seems that the contribution of the wife to family income is considered, but the positive effect of migration on husband's earnings often outweighs the (initial) negative effect of migration on the wife's weeks worked and consequently, her earnings. This is not to say that migration is involuntary for wives in the usual sense, but to emphasize that what is beneficial to the welfare of the family (and the wife as a family member and consumer of family income) is nevertheless consistent with lower labor market earnings of the wife. The interruption of women's careers is often an effect of migration and the maximization of the utility of the family unit. If the participation of women in the labor force continues to increase, this may have a limiting effect on the geographic mobility of the male labor force. Cohort: B G M W.

1338 SANDELL, STEVEN H. and JOHNSON, REX C. "Young Women and Higher Education." Presented: New York, American Educational Research Association Meeting, 1977.

The decisions of young women to enter college, as well as their choice of college, seem to be consistent with the economic investment model. White women's desired, expected, and actual college attendance are related positively to their parents' educational attainment, family income, and their own mental ability, and related negatively to the number of siblings. Similar, but statistically weaker findings are obtained for black women, with the exception of the effect of number of siblings. A significant and positive relationship exists between young women's mental ability, family income and various measures of the quality of the college attended by white women. Cohort: G.

1339 SANDELL, STEVEN H. and KOENIG, PETER J. "Measurement Error and Its Consequences: The Case of Annual Hours of Work." Final Report, Employment and Training Administration, U.S. Department of Labor, 1978.

The primary purpose of this study is to analyze the effect of different methodologies on labor supply measures plagued with errors. By using a better measure in the NLS, the frequently used estimate for annual hours with an average of 10 to 50 percent, was found to severely bias the coefficients in labor supply equations of young married men and women. In addition, biased estimates were also found when annual earnings divided by imputed wage and weeks worked was used to substitute labor supply measures. In essence, this paper demonstrates the necessity of weighting observations to avoid heteroscedasticity and sample selection bias. Cohort: B G.

1340 SANDELL, STEVEN H. and SHAPIRO, DAVID. "The Theory Of Human Capital And the Earnings of Women: A Reexamination of the Evidence." *Journal of Human Resources* 13 (Winter 1978):103-117.

This study examines both the empirical specification of human capital models of earnings in the presence of discontinuous work experience over the life cycle and simultaneous-equations models of wage determination and labor supply. Compared to the previous period, no evidence is found of greater investment in general training in the interval of labor force participation after the birth of the first child. The effect of depreciation of human capital on women's earnings appears to be approximately one-half of one percent per year out of the labor force. In addition, the contribution of differences in work experience between men and women in explaining wage differences by sex is about half of that indicated by Mincer and Polachek. Cohort: W.

1341 SANDELL, STEVEN H. and SHAPIRO, DAVID. "Women's Incorrect Expectations and Their Labor Market Consequences." Presented: Anaheim, Western Economic Association Meeting, 1977.

Analysis of the early labor force years in the lives of young women indicates that the women with stronger expected lifetime attachment to the labor force do indeed invest more heavily in on-the-job training. Data is presented showing that young women seemed to consistently underestimate their future labor market participation, and that this underestimation results in lower investments in on-the-job training and lower wages. However, more recent evidence from the NLS indicates these young women seem to be revising their labor market participation expectations upwards as time passes. In addition, the data show that the more recent labor market entrants have higher expectations of being in the labor force at age thirty-five than their slightly older counterparts. Cohort: G W.

1342 SANDELL, STEVEN H. and SHAPIRO, DAVID. "Work Expectations, Human Capital Accumulation and the Wages of Young Women." *Journal of Human Resources* 15 (Summer 1980):335-53.

This study analyzes young women's ex ante preferences for future labor force attachment by estimating their human capital accumulation and pay. The evidence supports the human capital hypothesis that receipt of on-the-job training is positively related to expectations of future labor force participation. The study also presents empirical estimates of the effects on wages of general and specific on-the-job training as well as maturation. Finally, the results show that postschool investments in training are a major determinant of wages and wage growth among young women. Cohort: G.

1343 SANDVER, JEAN HART. "Retired Men's Evaluation of the Timing of their Retirement." Ph.D. Dissertation, The Ohio State University, 1985.

The purpose of this research was to determine how retired men evaluate the timing of their retirement. Years after retiring people may reassess their original decision in light of their current economic or health position and decide their initial decision was incorrect. The objective of this study was to determine what characteristics are related to a retiree's change in preference regarding the timing of the decision. To test this change in preference a new model was developed which incorporates the notion that the investment in human capital results in an individual valuing how his time is allocated. The data for this study were the NLS of Older Men. The sample consisted of men who retired between 1967 and 1979 (1460 men). A logit analysis was performed on the data for men who preferred to retire at a later age compared to men who would not have changed the time they retired. The results indicated that the probability of a retiree preferring to have remained in the labor force increased when income was perceived as inadequate and when health was limited at the initial retirement. If the retiree was a homeowner the probability of wanting to remain in the labor force declined. Men whose level of education attained was higher and men who were married when they retired but unmarried in 1981 were also more likely in retrospect to be dissatisfied with the time they retired. This study was able to demonstrate that the probability of retirees preferring they had delayed their retirement increased when health or financial resources were limited. Cohort: M.

1344 SANT, DONALD T. "Reservation Wage Rules and Learning Behavior." *Review of Economics and Statistics* 59 (February 1977):43-49.

This paper examines the time path of wage demands of the unemployed as a test of some of the implications of the search models. The results suggest that individuals do learn about the distribution of wages, and that they learn in an appropriate and systematic way. Information about the distribution of wages is important and can be obtained without necessarily learning about the distribution of vacancies. Cohort: B.

1345 SANTOS, RICHARD. "Employment Status of Hispanics." In: *A Profile of Hispanic Youth*, Youth Knowledge Development Report 10.2., U.S. Department of Labor, 1980.

In 1979, nearly a million Hispanic youth age 16-21 are in the labor force in the NLS survey week; approximately 720,000 are employed, 218,000 are unemployed, and 578,000 are neither looking for nor holding jobs. Hispanic youth represent 5.1 percent of the employed youth, 6.5 percent of the unemployed youth, and 8.1 percent of those outside the labor force. Hispanics occupy an intermediate employment status relative to blacks and whites. Cohort: Y.

1346 SANTOS, RICHARD. "Estimating Youth Employment and Unemployment: The National Longitudinal Surveys of Youth Labor Market Experience." *Review of Public Data Use* 10 (1982):127-135.

The Current Population Survey (CPS) provides valuable data on the overall employment status of youth and, once a year, on school enrollment status. The 1979 NLSY also provides this type of employment status data and showed extensive labor force activity during the spring of 1979 among youth aged 16-21. Youth were engaged actively in both school and work responsibilities. The NLSY also contains data permitting a more detailed examination of employment issues, not possible with the CPS. Examples of the research that could be done with the NLS presented in this article include further employment status comparison by Hispanic groups and analysis of unemployment by occupations and reservation wages sought. Cohort: Y.

1347 SANTOS, RICHARD. "Hispanic Youth in the Labor Market." Report, Employment and Training Administration, U.S. Department of Labor, 1983.

Using data from the 1979 and 1980 interviews of the NLSY, this study examines the labor market experiences of Hispanic youth. Subjects selected for analysis include employment and unemployment, job search methods, types of occupation, job satisfaction, government sponsored employment and training, attitudes toward work and military service, reported illegal activities, and employment opportunities. Comparisons are made with blacks and whites who were also included in this sample of young men and women aged 14-21 in 1979. Cohort: Y.

1348 SANTOS, RICHARD. *Hispanic Youth: Emerging Workers*. New York: Praeger Publishing, 1985.

Using data from the 1979 and 1980 NLSY, the author examines how Hispanic youth fare in the labor market. Included in the analysis are the issues of employment, unemployment, the role of the government in providing jobs, as well as attitudes toward work, military service, and other activities. Cohort: Y.

1349 SANTOS, RICHARD. "Measuring the Employment Status of Youth: A Comparison of the Current Population Survey and the National Longitudinal Survey." Proceedings of the Thirty-Third Annual Meeting, Industrial Relations Research Association (1981):62-68.

The most plausible explanation of the differences in unemployment estimates between the surveys appear to be that the NLSY directly interviews the youth, while the CPS relies on the head of the household or some other responsible adult. The largest differentials occurred among the younger youths and those in school. It is this younger group whose parents may know the least about their job-search activities and their desire to participate in the labor force.

For example, a youth may have sought baby-sitting jobs, lawn mowing, or part-time work at a fast food restaurant without the knowledge of the parents. It is this group which is least likely to report for themselves in the CPS and also most likely to be living in their parents' household. Cohort: Y.

1350 SASSER, SUE LYNN. "The Relationship between Selected Demographic Variables and Participation in Voluntary Activities by Mature Women." Ph.D. Dissertation, Texas Women's University, 1983.

The purpose of the study was to determine the volunteer participation of mature women. The objectives of the study included: to identify the demographic characteristics of mature women in volunteer activities; to determine the amount of time spent in volunteer activities by mature women, and to determine the types of organizations with the greatest number of mature women participants. Data for the study were obtained from the NLS. Independent variables included age, education, health, home ownership, labor force attachment, marital status, number of dependents, race, and total family income. Dependent variables were the number of hours allocated to volunteer activities and the types of organizations in which mature women participated. Statistical procedures included chi-square and stepwise multiple regression. Results of the chi-square analysis revealed that all relationships were significant at .05, with the exception of race and type of volunteer work. According to the results of the multiple regression analysis, education was the strongest of the independent variables in predicting the amount of time volunteered. Marital status was the best predictor of the independent variables on the type of volunteer work in the regression analysis. The mean number of hours volunteered per week was also examined and the significance of the difference of the means was tested by ANOVA and t-test procedures. Marital status was the only variable yielding a significant difference at .05, with never marrieds allocating significantly more hours per week than married, divorced/ separated, or widowed females. Results of the study determined that the nine selected demographic characteristics did not have a substantial impact on the amount of time volunteered nor the type of volunteer work by mature females. Cohort: W.

1351 SAUNDERS, DAVID N. "The Company Youth Keep: An Empirical Analysis of Job Finding Among Young Men 14-24." Ph.D. Dissertation, Bryn Mawr College, 1974.

The study examined the personal, social, and economic correlates of job-finding of young men using data from the NLS of Young Men, 1966-1969. Younger, less educated youth relied more heavily on informal channels. Increasingly, age and education led to a slight shift from informal to formal channels, although informal still dominated. As white youth matured they relied less on friends and relatives and schools and more on formal methods except schools. For both races, increased education led to a rise in the use of formal techniques, particularly schools. While blacks relied more heavily on friends and relatives than did whites, race was less important than social class with higher social class youth showing a greater use of formal channels. Youth using formal channels tended to locate white-collar jobs, particularly professional and clerical; those relying on informal had a greater chance of locating blue-collar jobs. Whites found the highest quality jobs through private agencies, newspapers, and the 'other' channel. Among both races, friends and relatives generally led to lower quality jobs. An extensive review of the literature on job-finding is included. Cohort: B.

1352 SAUNDERS, DAVID N. "Labor Force Behavior: A Longitudinal Perspective." *Review of Public Data Use* 1 (July 1973):7-13.

The intent of this paper is to review a unique data set that examines the longitudinal labor force behavior of a nationally representative sample of four age-sex groups--young men and women 14-24, mature women 30-44 and older men 45-59--who are in the process of engaging or disengaging from the labor force. To date, research on the National Longitudinal Surveys has been less extensive than would have been anticipated due in part to inadequate dissemination of information on the surveys, the condition of the actual data files themselves and the high cost of acquisition. It is hoped that a description of the content of the survey, its technical problems and current research being conducted will encourage use and stimulate discussion on ways to make the data set more amenable to analysis. Cohort: B G M W.

1353 SCANZONI, JOHN. "Work and Fertility Control Sequences Among Younger Married Women." *Journal of Marriage and the Family* 41 (November 1979):739-48.

Using panel data, an attempt is made to unravel connections between women's employment and fertility control. The point is made that these are both ongoing processes which over time intersect in various ways, and which also mutually reinforce each other. In particular, the correlation between work/nonwork and family size is seen to be less illuminating and significant than links between work-consistency and fertility control patterns which enhance that consistency. An attempt is made to place these substantive matters in a more general and cross-disciplinary theoretical perspective. Cohort: G.

1354 SCHILLER, BRADLEY R. "Early Jobs and Training: The Role of Small Business." Mimeo, American University, 1987.

This paper examines small business as the preeminent provider of early work experience and training for both in-school and out-of-school youth during the years 19791983. The concentration of employment of young men and women in this sector is examined, along with the linkages between these firms and larger, multi-establishment firms. Young men still in school and working are disproportionately employed in retail businesses. Young workers already out of school are also highly concentrated in retailing, but heavily represented in manufacturing as well. Within the retail sector, the fast food industry may account for a high percentage of jobs and job growth. Wages are generally lower in small businesses than in large businesses, but job satisfaction and perceived training opportunities of young men are higher. Young men in small businesses indicate that they are exposed to a greater variety of tasks than those in large businesses, and so develop a broader range of marketable skills, likely to accelerate productivity and wage growth. Training in larger firms tends to be more specialized and firm-specific. However, lower retention rates of newly-trained workers can reduce a smaller firm's pay-off to training investments and may result in a competitive disadvantage. Cohort: Y.

1355 SCHILLER, BRADLEY R. "Longitudinal Experiences of Minimum Wage Youth." Final Report, U. S. Department of Labor, Office of Assistant Secretary for Policy, 1989.

The labor market experiences of young minimum-wage workers were examined using the NLSY 19791987. The analysis indicates that all young people hold a job paying the minimum wage or less at some point in the early stages of their work lives. Of special concern are the training experiences and subsequent wage growth of youth who start at the minimum wage or less. The study finds that: (1) Most minimum-wage youth workers like their jobs, believe the job experience is beneficial, and perceive that they are acquiring skills that will be valuable in attaining better jobs later. (2) The minimum wage experience is relatively brief. Young people neither expect to hold nor stay on their minimum-wage job long. Within two years, most youth who start at the minimum wage (or less) are earning above minimum wages. (3) The wage growth of youth who began at or below the minimum wage averages 16 percent a year in the first six years, five times faster than the wage growth of all U.S. workers in the same period (1981- 1987). Overall, the evidence reviewed refutes the notion that minimum-wage jobs are "dead-end" jobs, offering neither training nor opportunities for wage growth. At least for young labor-market entrants, minimum-wage jobs are common stepping stones to higher wages. Details are provided in the two volumes that constitute the final report. Cohort: Y.

1356 SCHREINER, DEAN and KNUTSON, MARLYS. "Place of Residence as It Relates to Female Labor Force Participation, Work Time Supplied and Income Returns." *Regional Science Perspective* 5 (1975):125-53.

This study is primarily concerned with the role of residence in determining female labor force participation rates, amount of work time supplied, and income returns. Women offer different amounts of work time under different conditions. Commuting time is a restraint as are wage rates. In addition, place of residence acts as a proxy for other conditions which affect the amount of work time supplied. Women living in SMSA areas offer the same amount of work time but only at higher wages than rural women. Cohort: W.

1357 SCHREINER, DEAN and KNUTSON, MARLYS. "Women in the Labor Force: Place of Residence as It Relates to Labor Participation, Work Time Supplied and Income Returns." Presented: Mid-Continent Section, Regional Science Association, 1974.

This study is concerned with the role place of residence plays in determining female labor force participation rates, amount of work time supplied by women, and rates of income return for work time supplied. Residence categories have been delineated as SMSA-nonfarm, SMSA-farm, non-SMSA-farm, and non-SMSA-nonfarm. The general concerns are: (1) whether women have the same opportunities to fulfill work desires in rural and nonmetropolitan areas as in metropolitan areas and under what conditions; and (2) to what extent do comparable amounts of work time supplied in any of the residence categories contribute to family income and general well-being. If rural or nonmetropolitan areas are at a disadvantage relative to metropolitan areas for any of these concerns, long-run adjustments may well be reflected in future decisions of where families locate. Cohort: W.

1358 SCHUMANN, PAUL LOUIS. "Investment in Human Capital: Work, Military Service, and College." Ph.D. Dissertation, Cornell University, 1983.

Since policymakers are concerned with the decisions made by youth with respect to their development and training, how these decisions affect potential earnings, and how these effects on potential earnings affect the relative attractiveness of alternative human capital investments, a good understanding of the demand for such investments is important. Previous studies of the demand for human capital investments, however, tended to focus on specific investments. This study presents a choice model in which the individual is faced with an array of discrete investment alternatives. The theoretical model allows for an arbitrary number of alternatives; the empirical implementation examines a limited set of alternatives for male high school graduates: civilian employment, military service, and college. The theoretical model was based on the assumption that individuals choose the human capital investment alternative that maximizes their utility. This assumption generated a general multiple outcome discrete choice model; other assumptions allowed the general model to be written as specific, estimable models, such as the multiple outcome probit model or the multiple outcome logit model. The study also generalizes corrections for sample selection bias to the multiple outcome case. The data set used to estimate the model was the NLSY 1979. Variables used in the analyses included experience, ability, race, marital status, health limitations, possession of a GED certificate, earnings, parents' education, number of siblings, parents' work status, and the unemployment rate. A general finding of the study was that individuals seem to respond to economic incentives in ways that one would expect. In particular, it was found that increases in costs tend to discourage investment and increases in benefits tend to encourage investment. For example, it was found that military enlistments were very elastic with respect to military pay. The results also provide support for the hypothesis that family background can play a significant role in the investment choice process. Cohort: Y.

1359 SCHWARTZ, ABA and NESTEL, GILBERT. "Earnings of Migrants in their Origin and Destinations." Paper 17, David Horowitz Institute for Research of Developing Countries (Tel Aviv), 1975.

The National Longitudinal Surveys provide us with a unique opportunity to travel in time with each individual as well as cross-sectionally among them, thus enabling us to identify the would-be migrants and to shed some light on their characteristics-- particularly their earnings--before they moved. A firm conclusion of what result the act of migration held for them can then be obtained. One of our most important conclusions is that we have to interpret cross-section results with utmost care, as we can easily be misled by the results (sometimes unjustifiably in favor of our hypotheses). The authors were also able to shed some light on a conjecture by Becker in his 1964 "Human Capital," in which he claimed that interregional mobility may be low in the presence of substantial interregional differences in earnings due to specific and intransferable investment. The NLS data support his claim, especially when it is generalized to include the educational factor. Cohort: B.

1360 SCHWARTZ, SAUL; HUTCHINS, ROBERT; JAKOBSON, GEORGE. "Dynamic Models of the Joint Determination of Labor Supply and Family Structure." (In-progress Research).

This project will construct a dynamic theoretical model of the labor supply and family structure of young women. The authors will then show how the parameters of that theoretical model might be estimated. Essentially, the resulting econometric model is a simultaneous equations model in which the range of possible values for the dependent variables is limited. They may be binary, truncated at zero or censored. In addition, the model may contain lagged dependent variables as explanatory variables. Linear models of this type have been estimated previously. It is anticipated that literature will be extended in order to deal with the nonlinear structure implied by our theoretical model. Once estimation is complete, the models described here will provide knowledge that is of substantial policy relevance. The estimated models will yield new information on the economic consequences of a young woman's decisions regarding labor supply and family structure. Moreover, the models will indicate the extent to which such decisions are sensitive to changes in economic variables such as wage rates and demographic characteristics. Such knowledge can play a fundamental role in the formulation and evaluation of government policy. Cohort: Y.

1361 SELLMAN, WAYNE S. and LAURENCE, JANICE H. "Aptitude Testing in DOD and the Profile of American Youth Study." Proceedings of the Annual Conference of the Military Testing Association (October 1981): 1627-1635.

This paper provides a brief discussion of aptitude testing in the Department of Defense and the rationale for Defense sponsorship of the Profile of American Youth Study. Also described is the historical development of the current version of the Armed Services Vocational Aptitude Battery (ASVAB), as well as its enlistment eligibility composite, the Armed Forces Qualification Test (AFQT). The aptitude profile study involved administration of the 1980 version of the ASVAB to a national probability sample of approximately 12,000 young men and women ages 16 and 23. The young people sampled were participants in the NLSY sponsored by the Department of Labor. The methodology, sampling procedures, test administration, and data quality controls used in the execution of the Profile of American Youth study are described. [NTIS AD-P001-427-4] Cohort: Y.

1362 SENSBACH, C. L. "Retirement Timing: Factors Influencing Expectations for Early, Timely, and Late Retirement." Ph.D. Dissertation, The Ohio State University, 1979.

This study sought to identify factors differentiating persons who expect to retire early from those who expect to retire at age 65 or later and to assess the extent to which actual retirement was consistent with expectations. The conceptual framework of the study stressed the family's interaction with economic, political, and social systems. Data were taken from a subsample of 2,212 respondents that included the Older Men cohort of the National Longitudinal Surveys for the years 1966 to 1975. Data were examined in regard to expected retirement age (as of 1971), age, employment status, marital status, number of dependents, parents living, educational level, health limits, health decline, family health, job attitude, assets, savings, home ownership, time unemployed, Duncan Index of occupational status, Social Security, other pension, wage, recent change in wage, and other income. Results show that almost all men who had expected in 1971 to retire early and were old enough to do so in 1975 had retired and remained retired. Factors associated with early retirement expectations were lack of eligibility for Social Security or Railroad Retirement but eligibility for other pensions, higher wages but without as much recent increase in wages, more dislike for jobs, and lower socioeconomic status. Literature on retirement is reviewed, and recommendations for future research are presented. [AgeLine] Cohort: M.

1363 SERRATO, CARL. "The Resolution of Premarital Pregnancies: What is the Role of Public Policy?" Presented: Baltimore, MD: Population Association of America Annual Meeting, 1989.

Since the 1960s the teenage birth rate has declined by almost half, yet teenage childbearing is still considered a major national concern. Underlying the overall decline in teenage fertility are a rising birth rate among single teenagers and an increase in the rates of teenage pregnancy and abortion. While many public programs (e.g., family planning services, sex education, parental consent laws) have been initiated with the purpose of reversing these trends, in some quarters it is the common wisdom that these programs, along with others (e.g., public assistance programs), are an important cause of teenage pregnancy and childbearing. Using the NLSY, the author examines the influence public policies may have on young women's decisions concerning how to resolve a premarital pregnancy: birth and marriage, birth and remaining single, or abortion. Cohort: Y.

1364 SHACKETT, JOYCE REYNOLDS. "Experience and Earnings of Young Women." Ph.D. Dissertation, Harvard University, 1982.

The data bases used for this study were derived from the NLS of Young Women and Young Men. The first topic was the issue of male-female wage differentials and the returns to education and experience for men and women. Second, the issue of special characteristics of the labor market experience of women was investigated, concentrating on the role and implications of part-time work for women, along with occupational stratification and labor market interruptions. The third matter investigated was the impact of sample selection bias on the earnings equations estimated for women. The final topic was the intergenerational transfer of human capital. The major findings of this study can be summarized as follows. Contrary to popular belief, the returns to education are as strong for young women as for young men. There is still a substantial wage advantage for men, which is largely attributable to the continuous labor force experience of men. Men have almost twice as many years of experience than do women for a given age. Men observe a positive return to age while women observe a negative return which at least in part reflects the perceived depreciation of human capital during labor force interruptions. Women spend a substantial portion of their time in the labor force at part-time work. At the mean value of part-time work, the marginal return is essentially zero. However, while working part-time has a low return compared to the return for full-time work, it at least avoids the depreciation of human capital or negative return associated with periods out of the labor force. Finally, there is evidence indicating that background works differently for men and women. Background has similar indirect effects in the prediction of schooling, but not for experience. There are direct background effects for men and women separately, but not a joint direct background effect for men and women using the basic in wage model. Within the same family, male and female children receive different cultural and socialization patterning which is reflected in different wage earning potential for brothers and sisters. Cohort: B G.

1365 SHAPIRO, DAVID. "Earnings Differentials Among Unionized Workers in the Public & Private Sectors." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1976.

Using data from the 1971 NLS of Older Men, this study simultaneously examines wage differentials in unionized and non-unionized employment in both the public and private sectors. Within a human capital framework, separate differentials are estimated for both white-collar and blue-collar workers, and for whites and blacks. The data indicate that public sector unions have not been successful in raising the earnings of white-collar workers within government, ceteris paribus, but that they have raised the earnings of blue-collar workers. However, comparison of union wage effects in the public sector with those in the private sector indicates that public sector union wage effects are generally comparable to or smaller than union wage effects in the private sector. Cohort: M.

1366 SHAPIRO, DAVID. "Relative Wage Effects of Unions in the Public and Private Sectors." *Industrial and Labor Relations Review* 31 (January 1978):193-203.

This study focuses on wage differentials in unionized and non-unionized employment, in both the government and private sectors. One important aspect of this analysis is that it considers workers across a wide range of occupations and for all levels of government. The author concludes that public sector unions have not been successful in raising the earnings of white-collar workers but that they have raised the earnings of blue-collar workers. The author finds, however, that union wage effects in the public sector are generally comparable to or smaller than union wage effects in the private sector. Cohort: M.

1367 SHAPIRO, DAVID. "Wage Differentials Among Black, Hispanic, and White Male Youth." *Industrial and Labor Relations Review* 37,4 (July 1984):570-581.

This paper uses the 1979 NLSY to examine the hypothesis that racial wage differences have vanished from the labor market for male youths. In addition, the relationship between racial differences in youth wages and accumulation of work experience as well as the extent to which adjustment for sample selection bias affects measured racial differentials in wage rates and also analyzed. The empirical evidence indicates that there is a significant black white difference in hourly wage rates among non-enrolled male youth, ceteris paribus. Among students, race is not associated with wage rates. Hispanic white wage differences are not significant among either students or nonstudents. Accumulation of job tenure contributes to significantly higher wage rates among nonenrolled whites, white tenure wage profiles for nonenrolled blacks are essentially flat. Further, the magnitude of the estimated wage premium of whites over blacks among nonenrolled male youths increases by more than 40 percent (from 7-10 percent to 11-15 percent) once sample selection bias is taken into account. Cohort: Y.

1368 SHAPIRO, DAVID and CROWLEY, JOAN E. "Aspirations and Expectations of Youth in the United States. Part 2. Employment Activity." *Youth & Society* 14 (September 1982):33-58.

The occupational aspirations of respondents on the first wave of the NLSY are described. Respondents were asked what they would like to be doing at age 35. Almost 90 percent of the youth had specific occupational goals. For both men and women, over one-third of the respondents aspire to professional or technical employment. The existing segregation of the labor market is reflected in the aspirations of youth, with females predominating among those aspiring to clerical positions and males predominating among those aspiring to skilled trades. About one-quarter of the young women expect to be housewives, although this aspiration was almost twice as prevalent among whites and Hispanics than among blacks. Looking only at those youth with specific occupational aspirations, it is clear that the proportion of youth expecting to be in professional occupations is much larger than the proportion of such jobs in the general labor market. In a multivariate analysis, family background and sex role attitudes were important predictors of the prestige of the desired occupation for both young men and young women. When the aspirations of women in the youth cohort were compared with the aspirations of women of the same age a decade earlier (using the NLS of Young Women), clear shifts away from housework to paid employment, and from lower skill to higher skill occupations were shown. For young women, a multivariate analysis of aspirations for sex-role atypical jobs showed that family background and maternal role modeling were significantly related to such aspirations. Cohort: G Y.

1369 SHAPIRO, DAVID and MOTT, FRANK L. "Effects of Selected Variables on Work Hours of Young Women." *Monthly Labor Review* 106,7 (July 1983):31-34.

This research summary reports on estimates of the determinants of hours of work among women in their twenties for the two periods, 1968-73 and 1973-78. Educational attainment and fertility status are key determinants of hours worked among both blacks and whites, and husband's earnings are significantly associated with the hours of work of white wives. Over the course of the decade, there is a pattern among both whites and blacks of reduced impact on labor supply of being married and of husband's earnings, lesser effect of educational attainment among non-mothers and larger effects of schooling among mothers. There is a clear trend toward greater work activity among mothers, and it is the better- educated (high-wage) mothers who are leading the way. Cohort: G.

1370 SHAPIRO, DAVID and MOTT, FRANK L. "Labor Force Attachment during the Early Childbearing Years: Evidence from the National Longitudinal Surveys of Young Women." *Annales de l'INSEE* 30-31 (April-September 1978):565-98.

This paper presents unique data on labor force attachment of young American women during the periods immediately surrounding the first and second births. In the context of neoclassical labor-supply theory and utilizing both cross-sectional and longitudinal data sets, factors contributing to variations in labor force attachment among these women are examined. The researchers find that the empirical results from the cross-sectional and longitudinal data sets are generally consistent with each other and for the most part supportive of neoclassical labor supply theory. Cohort: G.

1371 SHAPIRO, DAVID and MOTT, FRANK L. "Labor Supply Behavior of Prospective and New Mothers." *Demography* 16 (May 1979): 199-208.

Utilizing unique data generated from the NLS of Young Women, this paper examines the labor force participation of young mothers in the months immediately preceding and following the birth of the first child. Labor supply behavior at this point in the life cycle is described in greater detail than has hitherto been available. In addition, the independent effect of several factors of interest on the probability that a young woman will be in the labor force during various intervals surrounding the first birth is analyzed. Cohort: G.

1372 SHAPIRO, DAVID and SANDELL, STEVEN H. "Age Discrimination and Labor Market Problems of Displaced Older Male Workers." Research Report Series, National Commission for Employment Policy, 1983.

Using data from the first twelve years of the NLS of Older Men (aged 45- 59 in 1966), this paper focuses on the postdisplacement wages of older male workers who involuntarily lose their jobs. The wage change associated with displacement and subsequent employment is examined, after adjusting for the possibility of sample selection bias arising from early retirement on the part of some displaced workers. Preliminary findings indicate that: (1) Based on the pattern of earnings of displaced workers prior to job loss, there is no net relationship between age and wage changes among those under age 65. Workers over age 65 suffer wage penalties compared to other re-employed displaced workers. (2) Loss of firm-specific human capital accounts for a major portion of the observed average wage loss of 4 percent. Workers who change occupations and/or shift to part- time work following displacement experience significantly greater wage losses. (3) Workers who lost their jobs during the good economic times of the late 1960s were able to maintain their average wage in subsequent employment, while those displaced during the 1970s--a period of higher unemployment-- experienced an average wage loss of 6 percent. Cohort: M.

1373 SHAPIRO, DAVID and SANDELL, STEVEN H. "Age Discrimination in Wages and Displaced Older Men." *Southern Economic Journal* 52,1 (July 1985): 90-102.

Analysis is made of the age/wage relationship among 359 male workers 45 years and older who were displaced and later found new jobs between 1966 and 1978. Data from the NLS of Older Men are employed to control for factors determining wage rates at the predisplacement jobs; this analysis is then used as a benchmark in evaluating the age/wage pattern on postdisplacement jobs. Results show that the reduction of hourly earnings of displaced older workers can be blamed largely on the loss of firm-specific training useful only on the previous job and to searching for a new job when labor market conditions are not promising. Age discrimination in wages is not observed among displaced older workers except, perhaps, for those over age 65. More research is needed on age discrimination against workers over age 65, and training opportunities for displaced men over age 45 should be broadened. Cohort: M.

1374 SHAPIRO, DAVID and SANDELL, STEVEN H. "Effects of Economic Conditions on the Labor Market Status and Experience of Displaced Older Male Workers." Presented: New York, Eastern Economic Association Meetings, 1984.

This study, using data from the Older Men's cohort 1966-1978, provides quantitative evidence bearing on five questions related to the labor market status and experiences of displaced older male workers: (1) How do workers displaced during the relatively good times of the late 1960s differ from those displaced during the relative bad times of the 1970s? (2) What are the determinants of job displacement? (3) How do age and economic conditions influence the propensity of displaced older men to opt for early retirement? (4) How do age and economic conditions influence the duration of employment experienced by displaced older men? (5) How do economic conditions influence the post-displacement wage rates of displaced older men who find new jobs? Comparison of workers displaced during the 1970s with those displaced during the late 1960s reveals that as the economy worsened, the average schooling of those displaced rose, as did the fraction of displaced men who had previously been employed in manufacturing, wholesale trade, and retail trade. Average tenure on the previous job also increased as the economy deteriorated. Cohort: M.

1375 SHAPIRO, DAVID and SHAW, LOIS B. "Growth in the Labor Force Attachment of Married Women: Accounting for Changes in the 1970s." *Southern Economic Journal* 50 (October 1983):461-473.

Growth in labor force participation and hours worked of white married women aged 30 to 34 is analyzed using data from the NLS of Mature Women. Probit and tobit analyses are used to examine the impact on labor force attachment of changes in wife's wage (estimated with adjustment for sample selection bias), wife's schooling, husband's earnings, number of children, age of youngest child, and unemployment rates. Decomposition of the observed changes indicates that increased market wages and schooling were the most important factors contributing to growth in female work activity, while higher husband's earnings and higher unemployment both dampened wives' work activity. Supplementary estimates suggest that changing attitudes toward women working also facilitated the growth in work attachment. Cohort: W.

1376 SHAPIRO, DAVID and SHAW, LOIS B. "Labor Force Attachment of Married Women Age 30 to 34: An Intercohort Comparison." In: *The Employment Revolution: Young American Women in the 1970s*, Frank L. Mott, ed., Cambridge: MIT Press, 1982.

The most important factors contributing to recent increases in labor force attachment of white married women in their early thirties were their increasing levels of education, decreasing family size, and more favorable attitudes toward working outside the home. Increases in husband's earnings and an unfavorable economic climate had a depressing effect; increases in labor force participation and weeks worked might have been even larger in a different economic environment. Educational attainment became a stronger influence on the labor force participation of both white and black women. The authors did not find evidence for any decrease in the importance of husband's earnings or family structure in affecting white women's labor supply. Cohort: G W.

1377 SHARP, BOBBY H. "Perception of Financial Progress and Family Saving, Debt, and Labor Force Behavior." Ph.D. Dissertation, Virginia Polytechnic Institute and State University, 1980.

This study was designed to investigate the association between an attitudinal variable, perceived financial progress, and subsequent family saving, debt, and labor force behavior. Objectives were to compare saving, debt, and labor force behavior during 1969-1971 for families expressing different feelings of financial progress prior to 1969, and to assess the contribution of the attitudinal variable along with economic and demographic variables in explaining subsequent saving, debt, and labor force behavior. Data for this investigation were derived from the NLS Older Men cohort. Consistent with prior research and objectives of this study, five multiple regression models were hypothesized, with liquid saving during 1969-1971, short term debt incurrence during 1969-1971, total debt incurrence during 1969-1971, hours worked overtime or at other jobs by respondents in 1971, and hours worked by respondents' wives in 1971 representing criterion variables. Predictor variables for the models included economic and demographic variables as well as perceived financial progress as an attitudinal variable. Effects of predictors on criterion variables were determined through ordinary least squares regression analysis. Including the attitudinal variable in the regression models along with economic or demographic variables was not found to contribute significantly (alpha) = .05) to the explanation of variance in any of the criterion variables. This occurred whether the dummy variables representing perceived financial progress were entered separately or together. Almost all of the explained variance in saving and debt behavior was due to economic variables (e.g., income level, net family assets, or the behavior lagged one period). Variance in labor force behavior was explained predominantly by variables representing monetary incentives, human capital, and enduring behavior over time. Evidence from this investigation did not support the theoretical model that economic behavior can best be understood by relating it to the way in which families subjectively view their objective economic environments (e.g., income and asset levels). Instead, the results of this study indicate that objective economic environments and their changes, along with enduring family economic behavior, also have direct effects on the economic behavior of families. Cohort: M.

1378 SHARP, SHARON ANDREWS. "The Relationship Between Health Patterns in the Family and Married Women's Dependency." Ph.D. Dissertation, Virginia Polytechnic Institute and State University, 1980.

This investigation focused upon the relationship between health patterns in the family and married women's dependency. Dependency was measured by three variables: locus of control, proportionate income contribution, and attitude toward wives' working. Separate longitudinal patterns of health status for the family as a unit, spouses only, and married women only were established. These patterns were termed familial, conjugal, and personal health patterns. The major purpose of the investigation was to determine whether familial, conjugal, and personal health patterns in conjunction with other selected variables contributed significantly in explaining variance in the three measures of dependency. The NLS for 3,140 married women aged 30 to 44 interviewed in 1967, 1969, 1971, and 1972 were utilized in the investigation. Findings from previous research guided the formulation of the eight linear models hypothesized. The criterion variable in three of the models was locus of control; in another three, proportionate income contribution was the criterion variable; and in two models, the criterion variable was attitude toward wives' working. The major form of statistical analysis was multiple linear regression. All eight hypothesized linear models were found to be statistically significant in terms of the proportion of variance in each criterion variable attributable to the specified linear combination of predictors. The increment in explained variance in locus of control scores attributable to familial health patterns was statistically significant. With proportionate income contribution, the increment in explained variance due to personal health patterns was statistically significant. In the other six models the health patterns did not add significantly to the variance in the criterion variable after the other predictors operating jointly were considered. The findings suggested that health patterns are more strongly related to some aspects of dependency than others and that the relationships vary when health patterns are considered for the family unit versus the individual. Results of the investigation suggested that further refinements in the identification of longitudinal patterns of health among family members would be useful in subsequent studies of married women's attitudes and actions. Cohort: W.

1379 SHAW, KATHRYN L. "A Formulation of the Earnings Function Using the Concept of Occupational Investment." *Journal of Human Resources* 19,3 (1984): 319-340.

Standard models of income determination specify income to be a function of two variables that measure postschool investment--the years of labor market experience and the years of employer tenure. This investigation develops a better proxy for general human capital investments by hypothesizing that the intensity of investment varies by occupation and that a proportion of the occupational skills are transferable with occupational change. After developing exogenous measures of these features, the occupational investment variable is calculated for the Young Men cohort. Empirical work demonstrates that occupational investment is a strong determinant of income--far superior to the experience variable. Cohort: B.

1380 SHAW, KATHRYN L. "The Income Effects of Occupational Change and the Investment in Occupational Skills." Ph.D. Dissertation, Harvard University, 1981.

Standard models of income determination specify income to be a function of two variables which measure post-school investment, the years of labor market experience, and employer tenure. This investigation develops a better proxy for general human capital investment than experience. This variable, called occupational investment, hypothesizes that the yearly rate of investment varies by occupation and that a portion of skills are transferable upon occupational change. After developing exogenous measures of occupation-specific intensity and transferability, the occupational investment variable is calculated for the Young Men of the NLS. Empirical work demonstrates that occupational investment is a very strong determinant of income, far superior to the experience variable. Thus, the author has improved upon models of income determination, presented a unique model of occupational change, and provided evidence that stable occupational investment is a significant source of income growth for young men. Cohort: B.

1381 SHAW, KATHRYN L. "Occupational Change, Employer Change, and the Transferability of Skills." *Southern Economic Journal* 53,3 (January 1987): 702-719.

Three features of the investment process that are associated with occupational change are investigated: (1) the intensity of investment in occupational skills; (2) the transferability of occupational skills from the current occupation to an alternative occupation; and (3) the process of joint employer-occupational change. Proxies for skill intensity and skill transferability are developed, making it possible to infer a person's potential income paths for alternative occupations. The NLS of Young Men is employed to estimate a mobility model. The econometric results indicate that a 25% increase in skill transferability will increase occupational change for a young man of age 29 by 11%, while increasing the probability of change for a 40-year-old man by about 23%. It is further shown that occupational and employer change is a joint decision process. Cohort: B.

1382 SHAW, LOIS B. "Causes of Irregular Employment Patterns." In: *Unplanned Careers: The Working Lives of Middle-Aged Women*. Lexington: D.C. Heath, 1981.

Middle-aged women were found to work intermittently for a variety of reasons. Family responsibilities remained an important reason for irregular work patterns. Health was a major cause of intermittent employment and long periods out of the work force, especially among black women. A family's migration to another area often resulted in interruption of employment for white women. All of these reasons for irregular work patterns suggest family or health constraints or personal preferences that were not strongly influenced by the state of the job market. However, high unemployment rates in some areas affected the work behavior of women who had not previously been well established in the labor market. Job leaving because of business conditions was common among women who had not worked steadily in the preceding five years. Among women who had worked most of the time in the recent past, a small minority, generally the less educated, also experienced job loss and considerable unemployment. Cohort: W.

1383 SHAW, LOIS B. "Changes in the Work Attachment of Married Women, 1966-1976." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1979.

Using data from the Mature Women cohort, this paper examines trends in the work attachment of married women by comparing the proportion of weeks worked in two successive five-year periods from 1966-1976. The data suggest that it is becoming increasingly uncommon for a woman to remain a full-time housewife throughout the childbearing years. While most women return to work once their children are beyond the primary school years, many work somewhat irregularly, perhaps in response to temporary financial pressures or to unusually good job opportunities. Slightly over one-third of married women work continuously during this time with the percentage gradually increasing. Racial differences in labor force attachment are explored and future trends in the work attachment of middle-aged married women are discussed. Cohort: W.

1384 SHAW, LOIS B. "Determinants of Wage Growth After Labor Market Reentry." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1984.

This report uses the NLS Mature Women's cohort to examine wage growth after labor market reentry among women who returned to work between 1967 and 1979. Looking at the first few years after reentry, we find evidence of above-average wage growth among women who changed employers after reentering, but little evidence of a wage rebound effect for other reentrants. This finding provides support for the hypothesis that some reentrants' wages are low because their first reentry jobs are below the level that their skills warrant. The long-run results follow a larger group of reentrants over a ten-year period. Among this group, those who worked at full-time jobs experienced a higher rate of wage growth than nonentrants. Employer changing was not a source of wage growth over this longer period. On average, nonentrants in this sample--even those who had worked full time for the entire ten years--showed little wage growth. The higher wage growth among reentrants may be due in part to their undertaking additional education or training when they enter and partly to their lower initial wages, which allow for greater growth before a plateau is reached. Cohort: W.

1385 SHAW, LOIS B. "Determinants of the Increasing Work Attachment of Married Women." *Work and Occupations: An International Journal of Sociology* 12,1 (February 1985):41-57.

Between 1966 and 1976, the proportion of married women in their late thirties who exhibited a strong attachment to the labor force increased faster than the proportion with a weaker work attachment. This paper focuses on factors that have encouraged or prevented strong attachment. For white women, the most important factors contributing to the trend toward greater work attachment were: lessening family responsibilities, increases in their previous work experience, and changing attitudes toward women's roles; for black women, lessening family responsibilities, higher educational attainment and improved health were most important. Rising unemployment rates prevented still larger increases in strong attachment to the labor force than those that were observed. While the labor force participation of midlife married women may continue to increase in the future, it is possible that adverse economic conditions could promote intermittent work patterns rather than strong attachment. Cohort: W.

1386 . SHAW, LOIS B. "Does Living in a Single Parent Family Affect High School Completion for Young Women?" Columbus, OH: Center for Human Resource Research, The Ohio State University, 1979.

This study examines whether living in a single-parent family exerts any effect, beyond the effect that low income may have, on the chances of a daughter's completing high school. Using paired data from the Young and Mature Women cohorts (mothers and daughters living in the same household during the initial screening), analyses suggest that the income effect of living in a single-parent family is of primary importance. However, both income and other factors associated with living in a nonintact family increase the chances of dropping out of school for daughters in low income families headed by a single parent, usually the mother. In high income families, living with one parent has no effect on the chances that a daughter will fail to complete high school. Policy implications as well as directions for further research conclude the paper. Cohort: G W.

1387 SHAW, LOIS B. "Does Working Part-Time Contribute to Women's Occupational Segregation?" Final Report, Employment and Training Administration, U.S. Department of Labor, 1983.

During 1968-1980, there was a new influx of young women into atypical occupations. Among women who were 26-36 years of age in 1980, those without children were nearly twice as likely to work in atypical occupations as were women with pre-school children. Even among women with similar family responsibilities, those who held jobs in atypical occupations were somewhat less likely to work part-time than were those in traditional female jobs. An analysis of the interactions between part-time and atypical employment revealed that women who had a higher propensity to work part-time were less likely to work in atypical occupations, and conversely, that those who were more likely to work in atypical occupations were less likely to work part-time. Good job prospects in atypical occupations may be necessary conditions for further occupational desegregation. Cohort: G.

1388 SHAW, LOIS B. "Economic Consequences of Marital Disruption." In: *Women's Changing Roles at Home and on the Job.* Spec Report 26, I. Sawhill, ed., National Common Manpower Policy, 1978.

The probability of becoming poor in our society is markedly increased by marital disruption. In the present study, most women had been married for 10 to 20 years and had children at home when their marriages ended. The end of the marriage caused a decline in the average economic welfare of the families involved. About one quarter of white families and 55 percent of black families of these middle-aged women had incomes below the poverty line after their marriages ended. Cohort: W.

1389 SHAW, LOIS B. "Effects of Age, Length of Work Interruption and State of the Economy on the Reentry Wages of Women." Presented: Los Angeles, Western Economic Association Meeting, 1982.

Time spent at home affects the wages of younger women more than those of older women. Except for this interaction with home time, age does not influence the wages of women who reenter the labor force after a work interruption during their prime working years. The national unemployment rate does have a significant negative effect on the wages reentrants can command, but leaving the unemployment rate out of the analysis does not appear to bias the effects of home time on reentry wages. However, failing to consider the length of time that has elapsed before the wage is observed leads to overestimates of skill depreciation during time spent at home. Average rates of skill depreciation are probably between one and four percent in the short run, considerably lower than estimated rates of four to nine percent when work experience after reentry is not taken into account. A period of rapid wage growth normally follows reentry. Cohort: W.

1390 SHAW, LOIS B. "Effects of Education and Occupational Training on the Wages of Mature Women." Final Report, Employment and Training Administration, U.S. Department of Labor, 1983.

This paper uses data from the NLS of Mature Women to determine which kinds of job training are beneficial for midlife women and which women receive these kinds of training. On-the-job training, college education, and other occupational training undertaken by workers are considered. Both on-the-job training and college attendance were found to pay off in higher wages. For women who had not attended college, professional or managerial training in settings other than on the job or regular college was also beneficial. Clerical training did not produce higher wages for any group. Other kinds of training such as practical nursing increased the wages of noncollege women. These findings indicate that various kinds of education and training programs are beneficial for middle-aged women, but a woman's previous background is important in determining the kind of program to pursue. On-the-job training is valuable for all groups; other kinds of education and training not only increase wages directly, but also increase the probability that women will receive on-the-job training. Cohort: W.

1391 SHAW, LOIS B. "High School Completion for Young Women: Effects of Low Income and Living with a Single Parent." *Journal of Family Issues* 3 (June 1982):147-63.

This article examines the effects of living in a single-parent family on the high school completion of young women after controlling for the effects of family income. For white women, living with a single parent has no effect on high school completion once the generally lower income of single-parent families is taken into account. For black women, both low income and living with a single parent independently contribute to increased rates of dropping out of school. In considering policies to increase the rate of high school completion, the economic aspect of the problem deserves major attention. Cohort: G W.

1392 SHAW, LOIS B. *Midlife Women at Work: A Fifteen Year Perspective*. Lexington, MA: Lexington Books, 1986.

Fifteen years of data from a nationally-representative sample of women who were age 30 to 44 when first interviewed in 1967 are analyzed. Chapter One describes the extent of the decreasing family responsibilities and increasing labor market involvement for these women over the fifteen-year period. Chapter Two explores the employment patterns of white and black women following the birth of their first child and the impact of this labor force participation as they reach middle-age. Chapter Three examines the degree of responsibility given to women age 45 to 59 as well as the extent to which authority is related to past work experience and current family roles. Chapter Four discusses the educational investments made by women at midlife, and Chapter Five examines the extent to which they increased their labor market involvement as a result of family disruptions or husband's unemployment or disability. Chapter Six describes the factors that determine women's early withdrawal from the labor market. Chapter Seven illustrates the usefulness of hazard rate models in exploring the transition from divorce to remarriage and finds a striking difference in the mean duration to remarriage between whites and non-whites. Chapter Eight focuses on the expected retirement income and retirement plans of white and black middle-aged women. Cohort: W.

1393 SHAW, LOIS B. "Problems of Labor Market Reentry." In: *Unplanned Careers: The Working Lives of Middle-Aged Women*. Lexington: D.C. Heath, 1981.

Women's reentry into the labor force after a relatively long absence was investigated in order to determine whether the length of time away, the age of the woman, and the economic climate in the period from 1966 to 1977 affected labor market reentry and the ease or difficulty of becoming reestablished in the labor force. Reentrants who lived in areas of high unemployment ran an increased risk of leaving the labor force again after reentry. Those who reentered the labor force during the middle 1970s after an absence of at least five years had wages nearly 10 percent lower in real terms than the wages of women who had entered in the late sixties or early seventies, but neither the length of time since they had last worked nor the fact that they were somewhat older than women who entered earlier explained their lower wages. One possible explanation is that the slow growth of the economy combined with the influx of young women workers from the baby-boom generation brought increased competition for entry-level jobs that did not require much work experience. Cohort: W.

1394 SHAW, LOIS B. "A Profile of Women Potentially Eligible for the Displaced Homemaker Program under the Comprehensive Employment and Training Act of 1978." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1979.

This paper estimates the percentage of women ages 35-54 who were potentially eligible for the displaced homemakers program under the Comprehensive Employment and Training Act of 1978. In addition, the paper describes the work experience, skills, and family circumstances of the potentially eligible population. The majority of eligible women differ from the stereotype of the displaced homemaker; although most have spent 15 or more years outside the labor market, most have also had considerable work experience--some of it recent. Evidence shows that low skills and irregular employment, rather than a lack of recent work experience, are responsible for the employment problems of displaced homemakers. In addition, their problems are increased by limited employment opportunities due to discrimination (race, sex, age). Finally, policy implications for the future are provided. Cohort: W.

1395 SHAW, LOIS B. "Retirement Plans of Middle-Aged Women." *The Gerontologist* 24,2 (April 1984): 154-159.

Although the majority of middle-aged working women do not plan to retire at the same time as their husbands, having a retired husband does influence women to plan for earlier retirement than they would otherwise. Women's retirement plans are strongly influenced by their own pension and Social Security eligibility. Most women with pensions plan to postpone retirement until their pension eligibility begins even if their husbands will be retired before this time. Implications of these findings for future trends in the age of retirement for women are explored. Cohort: W.

1396 SHAW, LOIS B. *Unplanned Careers: The Working Lives of Middle-Aged Women.* Lexington: Lexington Books, 1983.

Chapter 1, Introduction and Overview--Shaw, Lois B. and O'Brien, Theresa; Chapter 2, Problems of Labor- Market Reentry--Shaw, Lois B.; Chapter 3, Causes of Irregular Employment Patterns-Shaw, Lois B.; Chapter 4, Occupational Atypicality: Changes, Causes, and Consequences-Daymont, Thomas and Statham, Anne; Chapter 5, Attitudes toward Women Working: Changes over Time and Implications for the Labor-Force Behaviors of Husbands and Wives--Statham, Anne and Rhoton, Patricia; Chapter 6, Economic Consequences of Poor Health in Mature Women--Chirikos, Thomas N. and Nestel, Gilbert; Chapter 7, Economic Consequences of Midlife Change in Marital Status--Nestel, Gilbert, Mercier, Jacqueline, and Shaw, Lois B.; Chapter 8, Summary and Conclusions--Shaw, Lois B. Cohort: W.

1397 SHAW, LOIS B.; CHIRIKOS, THOMAS N.; DAYMONT, THOMAS N.; MERCIER, JACQUELINE; et alia. "Dual Careers, Volume 5: A Decade of Changes in the Lives of Mature Women." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1981.

This report presents an overview of the many changes (economic, social, employment, and family-related) affecting the lives of the Mature Women's cohort (1967-77). Discussed are the problems of labor market reentry, causes of irregular employment patterns, the persistence of occupational segregation, the economic consequences of poor health and marital disruption on the lives of these middle-aged women. Cohort: W.

1398 SHAW, LOIS B.; D'AMICO, RONALD; GAGEN, MARY G.; GITTER, ROBERT; et alia. "Dual Careers, Volume 6: Fifteen Year Report on the National Longitudinal Surveys Mature Women's Cohort." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

Fifteen years of data from the NLS cohort of Mature Women are analyzed. Chapter one describes the extent of the decreasing family responsibilities and increasing labor market involvement for these women over the fifteen-year period. Chapter two explores the employment patterns of white and black women following the birth of their first child. Chapter three examines the degree of responsibility given to women age 45 to 59 for the pay and promotion decisions of others. Chapter four describes the education the women received between 1967 and 1982, and chapter five examines the extent to which they increased their labor market involvement as a result of family disruptions or husband's employment or disability. Chapter six describes the factors that determine women's early withdrawal from the labor market. Chapter seven illustrates the usefulness of hazard rate models in exploring the transition from divorce to remarriage and finds a striking difference in the mean duration to remarriage between whites and non-whites. Chapter eight focuses on the retirement plans and expected pension of white and black middle aged women. Cohort: W.

1399 SHAW, LOIS B. and GAGEN, MARY G. "Retirement Decisions of Husbands and Wives." Columbus, OH: Center for Human Resource Research, The Ohio State University, September 1984.

Using the NLS Older Men's cohort, this paper found congruent retirement statuses for husbands and wives among couples in which the wives were employed or formerly employed. Among retired couples, the majority had retired within five years of each other. When considering the influences on spouses' retirement separately, we found that women who would become eligible for a full pension at a later time were likely to delay their retirement. Husbands' pension eligibility increased wives' retirement, and wives' pension eligibility also increased the likelihood of retirement for husbands before age 62, but had no effect at older ages. Health affected each spouse's own retirement, but cross-effects were generally not significant. When we used a multinomial logit model to examine the factors influencing whether husbands and wives retired together or separately, we found evidence that spouses have a tendency to work or retire together, but that either spouse may retire alone when their pension eligibility or health problems have opposing effects. Cohort: M.

1400 SHAW, LOIS B. and O'BRIEN, THERESA. "Introduction and Overview." In: *Unplanned Careers: The Working Lives of Middle-Aged Women*. Lexington: D.C. Heath, 1981.

This chapter describes broad changes in the family circumstances, attitudes, and employment of middle-aged women over the ten-year period 1967-1977. During this period, over 80 percent of white women and 90 percent of black women worked at some time. About 35 percent of white women and 45 percent of black women worked fairly continuously throughout the ten years, but sporadic work patterns were also common. Women who worked continuously over the decade had real-wage gains of about 15 percent. However, women who reentered the labor force or worked sporadically were no better off in 1977 than the average female worker in 1967. The growing employment of women is important for their families and society. The percentage of families in poverty was reduced by at least 50 percent because of the contribution of working wives. Cohort: W.

1401 SHAW, LOIS B. and SHAPIRO, DAVID. "Early Work Plans, Actual Work Behavior, and Wages of Young Women." Final Report, Employment and Training Administration, U.S. Department of Labor, 1983.

Data from the NLS were used to examine how young women's work plans affect their subsequent work experiences and earnings. Results indicate that over 80 percent of women who consistently planned to work in the early interview years were in the labor force in 1980, but about half of the women who had not planned to work were also in the labor force. Women who had not planned to work appear to have changed their plans because of divorce, low earnings of their husbands, or because their own earnings potential was high. Women who had planned to work failed to realize their plans if they had large families or more children than they had expected. After controlling for education and actual work experience, wages of women who consistently planned to work were about 30 percent higher than those of women who never planned to work. Cohort: G.

1402 SHAW, LOIS B. and SHAPIRO, DAVID. "Women's Work Plans: Contrasting Expectations and Actual Work Experience." *Monthly Labor Review* 110,11 (November 1987): 7-13.

Utilizing data from the Young Women's cohort, this paper examines how young women's work plans affect their subsequent work experiences and earnings. It was found that those young women who planned to be in the labor market at age 35 were more likely to be employed when they reached that age. Planning to work, in fact, yielded a significant net wage advantage. Women in their mid-thirties who had, throughout their twenties, consistently planned to work had wages that were nearly thirty percent higher than those of women who had never planned to work even after controlling for work experience and other determinants of wage rates. This wage advantage was even greater for those women who were employed in occupations in which they had expected to be employed. Cohort: G.

1403 SHAW, LOIS B. and SHAW, RACHEL. "From Midlife to Retirement: The Middle-Aged Woman Worker." In: *Working Women: Past, Present, Future*, K. S. Koziara, et al., eds, Industrial Relations Research Association, 1987.

This chapter reviews and assesses the current status of research on middle-aged women workers. The diverse work patterns that characterize the labor force participation of the middle-aged and older woman worker, particularly the apparent emergence of a relatively large group of intermittent midlife workers, and the stereotypes associated with the reentry woman are discussed. Findings on occupation and earnings, the continuing impact of sex, age, and race discrimination, midlife women's continuing investment in education and training, and their work commitment and attitudes are reviewed. The paper concludes by identifying gaps in our current knowledge of the middle-aged woman worker, particularly the lack of research on the retirement process, health, and job displacement, and offers suggestions for future research on today's and tomorrow's middle-aged woman worker. Cohort: W.

1404 SHAW, LOIS B. and SPROAT, KEZIA. "Mature Women in the Work Force: Research Findings and Policy Recommendations from the National Longitudinal Surveys." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1980.

This report summarizes findings on mature women's experience in the United States labor force by researchers using data from the NLS. Topics covered include women's attitudes toward work, economic consequences of the end of long-term marriages, the effects of time spent out of the labor force on women's earnings, and the disadvantaged economic position of older black women. Cohort: W.

1405 SHAW, LOIS B. and STATHAM, ANNE. "Fertility Expectations and the Changing Role of Women." In: *The Employment Revolution*, Frank L. Mott, ed., Cambridge: MIT Press, 1982.

Between 1973 and 1978 there was virtually no change in the average birth expectations of white married women, while black married women expected slightly larger families in 1978 than in 1973. Individual revisions of plans were related to the woman's own work experience or work plans and to their perceptions of women's proper social roles rather than their husband's earnings potential or changes in their husband's earnings. Easterlin's hypothesis that husbands' earnings potential relative to that of their parents' generation is the major force behind recent fertility trends receives little support. The analysis supports the conclusion of Butz and Ward that women's own work opportunities are important. Cohort: G.

1406 SHEA, JOHN R. "Manpower Policies and Unemployment Among Youth." Industrial Relations Research Association Proceedings of the 25th Anniversary Meeting (1977):87-93.

This paper examines (1) the character of unemployment among young women during the recent prosperity (1967 and 1968), and (2) whether joblessness among youth seems to have been a serious personal, economic problem. Cohort: B G.

1407 SHEA, JOHN R. "Welfare Mothers: Barriers to Labor Force Entry." *Journal of Human Resources* 8 Supplement (1973):S90-S102.

Using interview data from a national sample of 30- to 44-year-old women who were out of the labor force in 1967, reactions to a hypothetical job offer are analyzed. While black women are more likely than white to have responded affirmatively, there is no difference by potential eligibility for a family assistance payment. Among the potentially eligible, multiple regression (OLS) analysis shows that either (or both) (1) willingness to take a hypothetical job, or (2) required rate of pay is systematically related to marital status, receipt of AFDC, poor health, family income less respondent's earnings, and attitude toward the propriety of mother's working. Cohort: W.

1408 SHEA, JOHN R. and EMERINE, RICHARD J. "Wage Rate Differences Among the Working Poor." Proceedings of the Social Statistics Section, American Statistical Association (1972):352-57.

It is quite clear that race, region, city size, job tenure, and years of schooling strongly influence a person's wage rate. In addition, the number of years of past work experience is an important variable for the women. Nevertheless, with the possible exception of region (for men) and race (for women), the impact of these variables appears to be greater for the nonpoor than the poor. This is undoubtedly, in part, a consequence of how poverty status is defined, since low wage rates are an important factor in accounting for the inclusion of employed individuals in the poverty category. Thus, for this group, there is relatively little variation in the dependent variable. Cohort: M W.

1409 SHEA, JOHN R.; KIM, SOOKON; RODERICK, ROGER D. "Dual Careers, Volume 2." Washington, D.C.: U.S. Government Printing Office, 1973.

Data from the first three stages of the study of 5,083 women who were 30 to 44 in 1967 are used to determine the labor market experience of women. How marital status, the number and ages of children present in the home, health attitudes and physical condition influence women's employment is discussed. Differences in job status are then examined through changes from 1967 to 1969 in rate of pay, job satisfaction, and employer. Correlates of interfirm movement are also investigated, as well as some consequences of job changing. Changing employers, as a rule, appears to be associated with a higher rate of pay and a higher degree of job satisfaction, and, among white women, a change in marital status. Cohort: W.

1410 SHEA, JOHN R. and MEYER, JACK A. "Potential Recipients of Family Assistance Payments: Characteristics and Labor Market Behavior." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1972.

This report analyzes characteristics and labor market experiences of families that would have been eligible for a family assistance payment in the mid- and late 1960s had an early version of the Nixon Administration's Family Assistance Plan (FAP) been in effect. Data are derived from initial interviews with four probability samples of the civilian population of the United States: men 45-50 years of age; women 30-44; and men and women 14-24. Each group of interviewees contains about 3,000 white and 1,400 black persons. Rural origins, the broken nature of many families, and large numbers of children are important determinants of potential FAP eligibility. Adult men and women in poverty generally hold as favorable attitudes toward work as their nonpoor counterparts. Employment experiences (i.e. occupational assignments, weeks worked in base year, and rates of pay) are very important as are the health status, education, training, and several other characteristics. Implications for national policy are discussed. Cohort: B G M W.

1411 SHEA, JOHN R.; RODERICK, ROGER D.; ZELLER, FREDERICK A.; KOHEN, ANDREW I. "Years for Decision, Volume 1." Manpower Research Monograph 24. Washington, D.C.: U.S. Government Printing Office, 1971.

Data from the initial survey of young women age 14-24 in 1968 are used to examine their labor market status, attitudes and previous training, education, and work experience. Plans for the future, not only for employment, but also for marriage, education and children are also examined including their impact on young women's labor market experiences. Unemployment, labor force participation, and occupational distribution of non-students, and the employment status of students are investigated, as are job attachment, rate of pay, child care arrangements, and family background. Due to the large variation in age, it was difficult to generalize for the entire sample, but subsequent surveys will lessen this discrepancy and permit a complete analysis of the group as a whole. Cohort: G.

1412 SHEA, JOHN R. and WILKENS, ROGER A. "Determinants of Educational Attainment and Retention in School." Presented: New York, American Educational Research Association Meeting, 1971.

The paper examines the economic, social, and demographic correlates of (1) premature withdrawal of young men from high school and (2) transition from high school to college. The AID analysis indicates that dropping out of high school is associated with age-in-grade, educational aspirations, family income, I.Q., race, region, and expenditures per student. Educational expectations, curriculum, race, family composition, and the educational attainment of parents were strongly predictive of transition to college. Cohort: B.

1413 SHEARER, CHARLES LIVINGSTON. "Union Effects on Quit Rates and Training." Ph.D. Dissertation, Michigan State University, 1981.

Prior studies have emphasized the way in which unions affect quit rates, but little research has been done on the effects of changes in the quit rate on training. This study is an attempt to fill that void by providing a measure for training that does not depend on proxy variables, and by examining the factors that determine the amount of training received. Union voice affects the quit rate as do increases in wages. The objective is to determine to what extent unionization and wage increases lower quits and in turn raise investments in firm-specific training. Using a neoclassical model of the profit maximizing firm, the factors affecting the demand for labor and training are determined. From prior studies, we know that wage increases lower the quit rate. In addition, union voice plus wage increases combine to lower voluntary separations by employees. In order to test the reaction by the firm on the amounts of training provided in response to a decrease in quits induced by union voice and wages, three regression equations are used. Two sets of data are tested using two stage least squares techniques and a third set using ordinary least squares. The first two sets of data come from selected three-digit manufacturing industries for 1958 and from forty-two selected large SMSAs. The results from the SIC data indicate that training does vary inversely with the quit rate. The SMSA results were less supportive because of the use of education as the measure of training. A third set of data from the NLS of Older Men was used to test a similar set of regression equations. Using ordinary least square techniques, the evidence suggests that lower quits stimulate less training. The kind of training offered by the firm is more oriented toward bringing the new worker up to par than to firm-specific training of currently employed workers. Once the impact of the union through voice and wage benefits lowers the quit rate, the firm will experience lower employment costs. The firm then faces the decision of whether to provide more specific training of employees to achieve efficiency gains. These gains can then pay a return to the firm which helps to fund the costs of the training as well as to defray the costs of collective bargaining. Cohort: M.

1414 SHIDELER, LINDA S. "The Effect of Wives' Educations on Husbands' Earnings." Ph.D. Dissertation, California State University - Fullerton, 1988.

The purpose of this study is to investigate the effect of wives' educations on their husbands' earnings. A human capital earnings function that allows for sample selectivity is estimated on data from the NLS of Young Men's 1981 interviews. Sample selection bias is shown to have significant impact on some of the estimates. The results indicate that a wife's education has no independent effect on her husband's earnings; any influence attributed to wives' educations by previous research is actually due to other human capital variables or due to the sample selection bias. [UMI ADG13-33641] Cohort: B.

1415 SHIELDS, PATRICIA M. "The Burden of the Draft: The Vietnam Years." *Journal of Political and Military Sociology* 9 (Fall 1981).

The author examines the likelihood of being drafted during the Vietnam era. The findings indicate that the burden of the draft did not fall evenly upon young men of that period. Those individuals who were most draft vulnerable were black high school graduates from lower socioeconomic backgrounds. During periods of high draft calls, men who were eligible were least able to pursue the many deferment avenues. Cohort: B.

1416 SHIELDS, PATRICIA M. "The Determinants of Enlistment in the Armed Forces During the Vietnam Era." Proceedings of the Business and Economic Statistics Section, American Statistical Association, Part II (1978):501-06.

The findings of this study support previous enlistment studies which found a significant relationship between civilian earnings and enlistment among whites. As anticipated, the draft was found to be a key enlistment motivator. Finally, the findings suggest that certain segments of the eligible black population enlisted to avoid, at least temporarily, discrimination in the civilian sector. Cohort: B.

1417 SHIELDS, PATRICIA M. "The Determinants of Service in the Armed Forces During the Vietnam Era." Ph.D. Dissertation, The Ohio State University, 1977.

The paper explores the military recruitment process of the Vietnam era. It looks at three questions: who served, who was drafted, and who chose to enlist. A conceptual framework is developed which takes into account sociological, institutional, geographic, and economic factors. The data in this study are based upon the NLS of white and black Young Men. The age and the national representation of the sample allow an accurate representation of the population providing the military manpower during the Vietnam era. Draft pressure was the strongest prediction. Variables representing Selective Service draft classification such as health and fatherhood were significant. Surprisingly, blacks with poor health, unlike whites, were drafted at rates not different from average. Regardless of race, socioeconomic status was not related to the draft or 'who serves' dependent measures. Finally, civilian earnings are significant in predicting enlistment among whites. Cohort: B.

1418 SHIELDS, PATRICIA M. "Enlistment During the Vietnam Era and the 'Representation' Issue of the All-Volunteer Force." *Armed Forces and Society* 7 (Fall 1980):133-51.

This research represents an attempt to study enlistment in the Armed Forces during the Vietnam era. For the first time enlistment is compared by race using panel data. On the whole, white enlistment seems responsive to institutional factors, civilian wages, the local unemployment rate, and draft pressure. The rate of black enlistment seems to respond to geographic region of residence, draft pressure, socioeconomic status, and mental ability. The results suggest that blacks tend to choose the armed forces to escape the draft and (at least temporarily) as a substitute for the civilian labor market. Cohort: B.

1419 SHIMADA, HARUO. "The Structure of Earnings and Investments in Human Resources: A Comparison Between the United States and Japan." Final Report, Manpower Administration, U.S. Department of Labor, 1974.

The report compares the shapes of experience-earnings profiles and their differential structure across different segments of the labor market in the United States and in Japan. Three aspects are examined: (1) aggregate shapes of earnings streams, (2) the blue-and white-collar occupational segments, and (3) the large- and small-scale industry segments. Data used are: for the United States, the Survey of Economic Opportunities (1966) and the NLS of Older Men ages 45 to 59 in 1966; and for Japan, the Basic Survey of Wage Structures (1967). Similarities and dissimilarities of earnings profiles were analyzed in terms of various theories pertinent to the shape and structure of earnings profiles: human capital theory, the internal labor market thesis, the labor market segmentation theory, the Nenko system model, and the theory of labor market dualism. The observations were interpreted in the light of these theories and the usefulness of their hypotheses were evaluated. The report contains an extensive bibliography on the subject. Cohort: M.

1420 SHORTLIDGE, JR., RICHARD L. "The Hypothetical Labor Market Response of Black and White Women to a National Program of Free Day Care Centers." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1977.

Free day care centers would be utilized more by black than white women (with preschool children) and would dramatically increase labor market activities of blacks, while only slightly affecting the labor supply of white women. This difference is attributable to black women's more favorable orientation toward work outside the home. Cohort: G.

1421 SHORTLIDGE, JR., RICHARD L. and BRITO, PATRICIA K. "How Women Arrange for the Care of Their Children While They Work: A Study of Child Care Arrangements, Costs, and Preferences in 1971." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1977.

The kinds of child care arrangements used by employed women are explored, along with child care expenditures and the characteristics of women who prefer some form of child care other than their current arrangement. The policy implications of the findings are summarized. Cohort: G W.

1422 SHORTLIDGE, JR., RICHARD L. and KOHEN, ANDREW I. "Prospective Fertility Among Young Women in the United States: The Determinants of Fertility Expectations and Ideals." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1975.

Findings from this study which utilizes data from the NLS of Young Women show that: (1) previous work experience and future work plans are negatively related to expected and ideal family size; (2) parental SES is negatively related to expected family size and ideal family size, although parental SES is a more important determinant of ideal family size than expected family size; (3) women who have had at least one child have significantly lower expected and ideal family sizes as compared to women who have not had children; (4) even though having ever been married results in a lower ideal family size, it does not have a significant impact on expected family size; (5) the more proscriptive a woman's attitude toward working women with children, the higher the ideal family size; (6) as measured by educational attainment, a woman with higher social status aspirations has a lower expected family size; and finally, (7) blacks' ideal family size is significantly higher than their white counterparts'. Cohort: G.

1423 SHORTLIDGE, JR., RICHARD L.; WAITE, LINDA J.; SUTER, LARRY E. "Changes in Child Care Arrangements of Working Women: 1965-1971." Proceedings of the Business and Economic Statistics Section, American Statistical Association.

Child care arrangements of working mothers in 1965 and 1971 are compared in order to test hypotheses about the effects of demographic and economic changes on those arrangements. The results show an increased use of day care centers and family day care homes, which may be attributed to federally funded programs. Additional care by fathers and siblings was also observed. However, the following arrangements were significantly reduced: care after school by the mother, care by the mother at work, care in a relative's home, and care in the child's home by a nonrelative. It appears that the further a woman must travel to work, the less likely she is to care for her children. Cohort: W.

1424 SIMAN, ALAN ERIC. "Putting Process into Policy Development: A Case Study in Manpower Policy for Young Men." Ph.D. Dissertation, Bryn Mawr College, 1976.

A policy development model is created to improve the input of social scientists in social policy decisions. The study clearly shows the potentially important contributions of social scientists into policy decisions when theory and research are combined in a process model of policy development. Cohort: B.

1425 SINGER, BURTON. "Individual Histories as the Focus of Analysis in Longitudinal Surveys." *Journal of Economics and Business* 32 (1980):126-35.

The recent availability of large longitudinal data bases has drawn attention to the problems of analyzing such data. These important data sets provide a framework not present in cross-sectional samples for focusing on individual or household histories. Because most longitudinal data bases contain informational gaps, this study seeks not only to outline a strategy for quantitative exploration of the gap-free sections of individual histories but also to illustrate a method for testing data containing gaps for compatibility with particular stochastic process models. Cohort: B.

1426 SMITH, JAMES P. "The Convergence to Racial Equality in Women's Wages." In: *Women in the Labor Market.* New York: Columbia University Press, 1979.

Several potential reasons for the marked and persistent rise in the relative wage of black women are explored. Findings show that the central reason for the gain is that blacks and whites are becoming more alike in those characteristics known to produce higher wages, particularly education. Other explanations are the rapid rise in blacks' wages in the South and blacks' shift away from part-time employment. Newer cohorts are shown to enjoy greater wage improvement: vintage effects appear to be the dominant reason for the improved economic position of all black women. Cohort: W.

1427 SMITH, MARVIN M. "Early Labor Market Experiences of Youth and Subsequent Wages." *American Journal of Economics and Sociology* 44,4 (October 1985): 391-400.

A single equation estimating procedure is used to examine the effects of the early labor market experiences (spells and duration of unemployment) of the Young Men's cohort during various years over the period 1966-1973 on their 1975 wages. The final sample consists of 385 young men who were out of school in 1966 but working full time in 1975. All regressions are estimated by ordinary least squares. Results show that spells of unemployment experienced very early tend to have an increasing effect on later wages. Later spells and the duration of unemployment generally lower subsequent wages. These results suggest that it is not necessary that every period of joblessness will have negative consequences in the future. Furthermore, the timing and length of unemployment seem to be important factors in determining whether they will yield later benefits or costs. Cohort: B.

1428 SMITH, RICHARD A. "The Adjustment of Occupational Aspirations among Young Men During Their Transition to Adulthood." Ph.D. Dissertation, Vanderbilt University, 1988.

This study investigated the adjustment of occupational aspirations among young men during their transition from adolescence to adulthood. Using data obtained from the NLS, changes in aspirations were examined over a ten-year period for a sample of young men aged 14 to 24 in 1966. Changes in aspirations were examined at the individual level and separate race and class analyses were conducted. There were three stages to the analysis: first, changes in aspirations were described as they were experienced by young men during the transition to adulthood; second, patterns of aspirations were identified based on the types of changes that occurred; third, an event history analysis was conducted to analyze the likelihood of changing aspirations as it was associated with age, cohort, race, class, prior aspirations and educational and occupational experiences. The results from this study indicate that young men frequently changed their aspirations during the transition to adulthood. These changes were consistent with prior aspirations and experiences. As a result, it was possible to identify patterns of change in aspirations. In addition, event history analysis demonstrated that class was more important than race in explaining changes in aspirations and that young men whose educational and occupational experiences were not congruent with their aspiration were likely to change their aspiration. Overall, neither race nor class significantly influenced the process of adjusting aspirations once variables representing prior aspirations and experiences were entered into the event history models. [UMI ADG-88 -15749] Cohort: B.

1429 SMITH-DONALS, LOUISE. "Life Goals and Occupational Plans: A Comparison of Young American Men and Women." Ph.D. Dissertation, Stanford University, 1983.

This study analyzed the effects of occupational, marital, and parental life goals on contemporary youths' occupational plans. Its basic thesis was that both sexes' plans for employment in their early 20's are influenced by their midlife career goals but that anticipated family roles affect the occupational planning process of young women only. Regression analysis was used to estimate models of occupational plans and to test whether sex interacted with life goals and other determinants of occupational plans. Nearly all youths studied had formulated occupational and family life goals for age 35, but nearly one- fifth of them did not know what job they could expect to have 5 years after the survey. Unexpectedly, boys were far more likely than girls to lack occupational plans. The former group also was surprisingly heterogeneous with respect to academic ability and socioeconomic status. Educational opportunities appeared to distinguish youthful drifters from those whose plans for early employment are likely to be unrelated to their occupational goals. Youths plans were highly sex-stereotyped and strongly influenced by the prestige and sex-typicality (i.e., proportion of female incumbents) of their occupational goals. Sex interacted with significant others' encouragement to enter high-status occupations, those determining youths' occupational goals, educational plans, and the sex-typicality of early work plans. Desired family size and marriage age were unrelated to the prestige of youths' plans, but the latter produced more sex- stereotyped early work plans. Mothers' occupations influenced both plans process of the boys' and girls' at various points, but maternal employment did not affect youths' plans directly. In sum, the results indicate that socially directed "self- selection," as opposed to overt structural constraints or parental influence, constitutes the dominant mechanism in youths' occupational planning process. Cohort: Y.

1430 SNOW, CAROLE LEE. "Marital Homogamy: Conditions, Contingencies and Consequences." Ph.D. Dissertation, University of Southern California, 1984.

This dissertation reviews the extent of assortative mating with respect to a number of social characteristics that have been studied by other investigators: age, race, nativity, education, occupation, earnings, and socioeconomic status. Researchers have speculated that these traits are organized in a hierarchical fashion, where selectivity on one implies selectivity on another. That hypothesis was explored and refuted. There are, however, statistical contingencies and these traits are ordered according to the extent to which assortative mating occurs with respect to them. This work examined assortative mating as it may be operating through three different characteristics of spouses: education, occupation and earnings. By considering these variables simultaneously, education is seen as the major characteristic by which mate selection takes place. Assortative mating with respect to education accounted for a significant fraction of assortative mating with regards to occupation and earning. Using a large national sample (NLS data), the conditions under which the contingencies of assortative mating operate were explored for first, second and third or higher parity marriages. Gary Becker's hypothesis of increased marital homogamy with increased marital parity was tested, and the results were ambiguous, lending only minimal support. Finally, a comparison of homogamy in stable and unstable marriages reveals that the latter are characterized by a considerable degree of occupational competition between spouses. Cohort: B.

1431 SOBOL, MARION G. "Factors Influencing Private Capital Accumulation on the 'Eve of Retirement." *Review of Economics and Statistics* 61 (November 1979):585-93.

This paper examines net worth situations of a nationwide sample of men "on the eve of retirement" to find out (1) the current state of net worth, (2) factors related to high levels of net worth, (3) future prospects for these factors, and (4) policies that might be employed to stimulate growth in net worth. In summary, of all the variables that lead to large net worth only the declining number of dependents for both white and black families can be expected to push toward higher levels of net worth in the coming decades. Increased participation in private pensions may also increase net worth if these plans have special rewards for employee savings. Otherwise, trends in the other variables, marital status, number of years in a job, rural-urban residence, and ethnic background, seem to point toward a decrease in net worth. Cohort: M.

1432 SOCIAL SCIENCE RESEARCH COUNCIL. "A Research Agenda for the NLS of Labor Market Experience: Report on the Social Science Research Council's Conference on the NLS, Parts I to IV." Final Report, Manpower Administration, U.S. Department of Labor, 1978.

The conference is described according to its rationale, background, and proceedings. Included in the proceedings section is a collection of the papers and memoranda presented at the conference. Issues organized around four topical areas (work and family, labor force socialization, structural variables, and methodological issues) emerged as those to which the planners of the NLS should give serious consideration. Cohort: B G M W.

1433 SOLBERG, ERIC J. "The Labor Force Participation Decision of Females: A Comparison between Younger and Older Cohorts." Mimeo, Department of Economics, California State University-Fullerton, N.D.

This study examines the determinants of labor force participation (LFP) of women by focusing on the changing role of marital status and attitudes about women working. The results display an important structural shift in the LFP of women which occurred between 1967 and 1973, an indication that older women enter the labor force more rapidly at lower wages than younger women. In addition, the results indicate that older generation women are more influenced by marital status and attitudes; however, both generations share a responsiveness to the presence of young children. Cohort: G W.

1434 SOLBERG, ERIC J. "Occupational Assignment and Choice of Females: A Comparison between Younger and Older Cohorts." Mimeo, Department of Economics, California State University-Fullerton, N.D.

In this study, the author examines patterns of occupational assignment of women by estimating probabilities of such assignments as a function of individual characteristics for different occupational categories: (1) professional/managerial, (2) clerical, (3) skilled blue-collar, and (4) residual. Results showed that education and training were important explanatory variables. Race was almost statistically significant; however, it is unclear if race reflects differences in preferences or racial discrimination in the occupational assignment. Cohort: G W.

1435 SOLBERG, ERIC J. "The Supply of Labor Time of Mature Females." *Atlantic Economic Journal* 9,3 (September 1981):20-33.

This study examines female supply to the labor force. Increasingly, women will behave more like their male counterparts over time. Most remain on that part of the supply curve which is positively sloped; however, females without a spouse tend to move toward the backward bending segment of the curve. Cohort: W.

1436 SOLBERG, ERIC J. and EICH, STEVEN A. "Racial Wage Differentials for Females by Occupation." Report, U.S. Department of Labor, 1979.

This paper investigates the presence of wage discrimination by race for females. The empirical model is similar to that applied by Johnson (1978) who restricted his data to males in the labor force. A major difference between the Johnson application and this paper is the choice of industrial classification. The present study divides observations into professional and managerial, clerical, manufacturing and construction, or a residual class of industry occupational categories. The data were drawn from the NLS of Older Men and Mature Women. The results provide evidence of reserve wage advantages by race for females after controlling for differences in human capital acquisitions by an analysis of covariance wage rate specifications. Cohort: M W.

1437 SOLOMON, JANET S. "The Influence of Personal Attitudes on Occupational Typicality: A Study of Mature Women Reentering the Labor Force." Ph.D. Dissertation, George Washington University, 1983.

This research examines the relationship of attitudes toward appropriate roles for women and occupational typicality at the time of reentry to the labor force. Two sample subsets utilizing NLS data from the Mature Women's cohort studied married white reentrants through the 1970s. The objectives were: (1) to determine a relationship between attitudes and occupational typicality; and (2) to study the changing relationship over time. The study concludes that both sets of women were very slowly changing their attitudes but did not significantly alter their occupational distribution. Analyses of the attitudinal data indicate that between 1972 and 1977, the survey respondents' attitudes toward working wives became slightly more positive. Analyses of the occupational typicality data demonstrate that respondents from both surveys returned to the same female dominated occupations that they were in before. Analyses of the association between attitudes and occupational typicality indicate the absence of any correlation of predictive relationship between the variables. This absence was observed for the aggregated attitude responses and for each of the nine responses. Cohort: W.

1438 SOMERS, GERALD G. and WARLICK, JENNIFER L. "An Evaluation of Manpower Programs for Young Men, 1964-1972 Based Upon the National Longitudinal Surveys." Final Report, Manpower Administration, U.S. Department of Labor, 1976.

Analysis of young men in the NLS who were enrolled in manpower programs from 1963 to 1972 provides information on the probability that members of the 5,225 sample would enter a manpower program, given personal and economic characteristics. Topics studied include the relationship of manpower program participation to annual earnings from 1963 to 1972 (using Social Security Administration data), comparisons for different types of programs and duration of participation among the enrollees, and comparisons with respondents in the Young Men's sample who did not enroll. Cohort: B.

1439 SOUTH, SCOTT J. and SPITZE, GLENNA D. "Determinants of Divorce over the Marital Life Course." *American Sociological Review* 51,4 (August 1986): 583-590.

Data from the Young and Mature Women samples of the NLS (number of cases = 8,158) are used to examine how the determinants of divorce (and separation) vary by the duration of marriage. In general, little evidence is found that the strength of previously identified predictors of divorce varies by marital duration. Variables such as race, wife's labor force participation, husband's employment, and urban residence seem to influence the probability of divorce, irrespective of the stage in the marital life course. The principal exception to this finding is the effect of wife's education, which appears to decrease the probability of divorce at early marital durations but to increase it at later durations. There is also suggestive evidence that the effects of home ownership and age at marriage may vary by marital duration. [Sociological Abstracts, Inc.] Cohort: G W.

1440 SOYAK, E. "Post-service Earnings of Vietman-Era Veterans." Master's Thesis, Naval Postgraduate School, 1987.

This thesis analyzed the effect of military service and military training on post service earnings using the NLS of Young Men (14 to 24 years of age in 1966). When data were disaggregated by race and veteran status, some differences appeared between the earnings of veterans and non-veterans. A Chow test indicated that the data could not be pooled for blacks and non-blacks. An analysis of earnings revealed that the effect of veteran status on postservice earnings is inconclusive. Further analysis of wage equations and annual income equations of veterans showed that veteran status does not have significant returns from either military training or time spent in the service. [NTIS AD-A-191-225-2-XAB] Cohort: B.

1441 SPITZE, GLENNA D. "Black Family Migration and Wives' Employment." *Journal of Marriage and the Family* 46,4 (November 1984): 781-790.

Using data from the NLS of Young and Mature Women, this paper isolates determinants of black family migration in the U.S., incorporates variables reflecting the wife's employment experience into that model, and sorts out patterns of racial differences in the migration decision-making process. It also presents data, by race, on reasons for long-distance migration and whether wives line up jobs before a move. Stated reasons for moves and migration determinants are similar by race, leading to a residual minority group-status explanation for overall differences in rates. Implication of the findings for black women's employment are discussed. Cohort: G W.

1442 SPITZE, GLENNA D. "The Division of Task Responsibility in U.S. Households: Longitudinal Adjustments to Change." *Social Forces* 64,3 (March 1986): 689-701.

Data from the NLS of Young and Mature Women are used to test both static and dynamic models of the division of household task responsibility. Static results provide weak support for the time availability and the power/earnings perspectives. Changes in wife's hours worked or earnings over a 2- or 3-year period led to adjustments in task division, although the unequal "starting point" for that division challenges the economists' view of its rationality. Cohort: G W.

1443 SPITZE, GLENNA D. "The Effect of Family Migration on Wives' Employment: How Long Does it Last." *Social Science Quarterly* 65 (March 1984):21-36.

Long-distance migration is often economically motivated and increases men's employment opportunities, but for married women, its consequences may be negative, since moves are seldom made to enhance wives' prospects. Using data from the NLS Young and Mature Women samples, it was found that these effects: (1) are negative for employment status, weeks worked and earnings, null for weeks unemployed, and marginal for attitudes; (2) are similar for married women in their 20s, 30s, and 40s; and (3) do not last beyond the first or second year after a move. Cohort: G W.

1444 SPITZE, GLENNA D. "The Effect of Wives' Employment on Family Migration." Presented: Population Association of America Meetings, 1983.

This study examines the effect of a wife's employment on her family's probability of migration, testing hypotheses derived from economic migration theory and from sociological research on work and family life. Data for white married women from the NLS of Young and Mature Women are aggregated across two-year time periods and then disaggregated by age groups. Results indicate deterrent effects of both wife's employment and her income, a minor interaction between employment and job satisfaction, and none with sex-role attitude variables. There are distinct age patterns, with earnings playing a greater role in the 20s and employment status in the early 30s. After this point, wives' employment plays no part in the family migration process. Possible age and cohort interpretations are discussed. It is concluded that increasing levels of female labor force participation may slow general levels of migration somewhat, particularly for young couples. Cohort: G W.

1445 SPITZE, GLENNA D. "Family Migration Largely Unresponsive to Wife's Employment." *Sociology and Social Research* 70,3 (April 1986): 231-234.

This paper examines the influence of a wife's job opportunities on the decision of a family to migrate, using data on white families from the NLS Young and Mature Women cohorts. A model was tested which included the influences of family life-cycle stage, community ties, husband's socioeconomic status, and wife's employment. Cross-tabulations and regression analyses suggest no overall wife employment status effect (though some significant effects were found for certain age groups). Suggestions for further research include analyses of: (1) migration patterns of families with high steady incomes in which the earnings of the wife are relatively equal to those of the husband; and (2) the ways by which all family members' individual preferences and intra-family influences combine to affect the migration decision-making process. Cohort: G W.

1446 SPITZE, GLENNA D. "Family Migration and Wives' Employment." Final Report, Employment and Training Administration, U.S. Department of Labor, 1983.

Traditionally, family migration has been explained in terms of job opportunities of individuals or family heads, treating wives implicitly as tied movers or stayers. This research builds upon recent revisions which take into account women's rising employment, using a dual-earner family model. It also tests for tied migration as a contributing cause of the sex earnings gap by measuring effects of migration on earnings and other employment characteristics and by measuring the duration of any effects found. Using data from the NLS Young and Mature Women surveys, it is found that reasons for moving are similar for whites and blacks, and that only around five percent of moves could be precipitated by a wife's job offer or transfer. For whites, both wife's employment and earnings deter migration, mainly for women with high earnings and middle earnings shares, and only up to the middle thirties. For blacks, wife's employment does not deter migration although for dual-earner black couples, wife's weeks worked have a negative impact. Young white employed women who are satisfied with their jobs are less likely to move, as are those whose husbands approve of their working. Black husband-wife couples are less likely than whites to move but this is not due to the combined operation of the independent variables examined here. White women who move are less likely to be employed, work fewer weeks, and earn less a year later. A move also decreases job satisfaction for mature women. These consequences last only one to two years. Policy implications are discussed. Cohort: G W.

1447 SPITZE, GLENNA D. "Role Experiences of Young Women: A Longitudinal Test of the Role Hiatus Hypothesis." *Journal of Marriage and the Family* 40 (August 1978):471-79.

Using data from the NLS of Young Women, a test was made of the effect of three specific types of "role hiatus experiences" on young women's taste for paid employment and on their sex role beliefs. With controls for background variables and for beliefs and tastes measured while the young women were still in high school, it was found that the experiences of paid employment, occupational training, and college attendance before the onset of marriage and motherhood all altered tastes for paid employment but failed to affect sex role attitudes. While college and occupational training increased taste for paid employment, holding a job at this point in these young women's lives caused a decrease in this taste. Cohort: G.

1448 SPITZE, GLENNA D. "Work Commitment Among Young Women: Its Relation to Labor Force Participation, Marriage, and Childbearing." Final Report, Employment and Training Administration, U.S. Department of Labor, 1979.

The research analyzes the relations between young women's attitudes and preferences about market work and their labor force and family-building experiences in early adulthood, focusing on the causal relations between early employment and work-related attitudes, and between these attitudes and the timing of family formation. Data over a five-year period on women age 14 to 24 in 1968 are taken from the NLS of Young Women. The major thrust of the findings suggests that work-related attitudes and preferences of young women are highly mutable during early adulthood, and relate only minimally to the timing or quality of early labor force experiences. Long term preferences for market work are linked to family building and dissolution. Women with a taste for paid employment delay marriage and childbearing, presumably to allow time for preparation for market work, and also are more likely than others to dissolve a marriage. Taste for market work decreases upon first marriage but increases with marital dissolution or the birth of a child, presumably due to changes in resources. Cohort: G.

1449 SPITZE, GLENNA D. and SOUTH, SCOTT J. "Women's Employment, Time Expenditure and Divorce." *Journal of Family Issues* 6 (1985): 307-29.

Past research on the relationship between wives' employment and divorce has focused on two types of explanations, those positing change motives regarding divorce and those suggesting changed opportunities. Without discounting totally the path from income to opportunity, we focus here on a somewhat neglected alternative, that leading from time constraints to changed motives toward maintaining a marriage. We argue that time spent by the wife working outside the home impedes the completion of tasks necessary to the maintenance of the household, and hence increases the probability of divorce. Using data from the Young and Mature Women samples of the NLS, we find that among employed women, hours worked has a greater impact on marital dissolution than do various measures of wife's earnings. In partial support of our hypotheses, the relationship between wife's hours worked and the probability of divorce is strongest for middle income families and families in which the husband disapproves of his wife's employment. Cohort: G W.

1450 SPITZE, GLENNA D. and WAITE, LINDA J. "Labor Force and Work Attitudes." *Sociology of Work and Occupations* 7 (February 1980):3-32.

The authors examine the relationship between work related attitudes held while in school and early labor force experiences. Findings show that neither variable affects the extent of employment during the first four years after schooling is completed. Women with long range work plans usually begin in low status and low paying jobs which possibly have a greater chance for advancement, compared to those who do not plan for later work. During this early period, attitudes and tastes change in response to certain job characteristics. However, strong tastes for market work may influence early labor force behavior which maximize long term benefits of employment and so might affect timing of work, childbearing, and characteristics of beginning jobs. Cohort: G.

1451 SPITZE, GLENNA D. and WAITE, LINDA J. "Wives' Employment: The Roles of Husbands' Perceived Attitudes." *Journal of Marriage and the Family* 43 (February 1981):117-24.

Using data from the NLS of Young Women, the relations between husbands' perceived attitudes toward their wives' working and the early employment attitudes and behavior of wives are examined. Revisions in husbands' perceived attitudes during the early years of marriage, to conform with wives' employment attitudes and behavior, are found. In turn, wives' employment behavior is influenced by husbands' perceived preferences, but only among black respondents are wives' attitudes influenced by perceived attitudes of husbands. Implications of the findings are discussed. Cohort: G.

1452 SPITZE, GLENNA D. and WAITE, LINDA J. "Young Women's Preferences for Market Work: Responses to Marital Events." *Research in Population Economics* 3 (1981):147-66.

The authors examine how women's relative preferences for market work and home work are affected by first marriage, marital dissolution, and first birth. The findings show that first marriage decreases market work preferences through age 24 but not beyond that age. Marital dissolution tends to increase market work preferences for ages 19 through 29. Finally, first birth has no immediate impact; however, 1 to 2 years later there are significant upward revisions in market work preferences. Cohort: G.

1453 SPROAT, KEZIA. "How Do Families Fare When the Breadwinner Retires?" *Monthly Labor Review* 106 (December 1983):40-44.

This review article focuses on recent NLS-based research on retirement. Using the older men's data, researchers have found stark differences in the effects of retirement on family life, depending on the retiree's reason for leaving the work force. Poor health forces many to retire early and the families of such men often suffer economic disadvantages; but the trend to early retirement is largely driven by the increasing attractiveness of pensions with early retirement provisions, which make retirement economically feasible for those covered by such plans. The 1980 NLS survey also included questions about leisure time activities, attitudes toward retirement and life satisfaction. Health, occupational level, and family income influenced the extent of purposeful leisure time activities, which in turn influenced satisfaction. Women's retirement plans were independent of their husbands' except when both spouses were the same age. Cohort: M W.

1454 SPROAT, KEZIA. "Using National Longitudinal Surveys to Track Young Workers." *Monthly Labor Review* 102 (October 1979):28-33.

How can young people's employment difficulties be resolved, or better still, prevented? Data from the NLS of Young Men, Young Women, and NLSY hold rich potential for answering questions about labor force dynamics as they affect youth employment and unemployment. This article summarizes recent findings and ongoing research based on the three NLS youth cohorts. Cohort: B G Y.

1455 SPROAT, KEZIA; CHURCHILL, HELENE; SHEETS, CAROL T. *The National Longitudinal Surveys of Labor Market Experience: An Annotated Bibliography.* Lexington, MA: Lexington Books, 1985.

This compendium summarizes almost 900 research articles, working papers, and dissertations completed from the mid-60s through the mid-80s utilizing data from the five NLS cohorts. Arranged alphabetically by primary author, each entry includes an abstract, a series of keywords identifying the research areas addressed, as well as an identification of the NLS cohort(s) utilized in the research. To facilitate use, indices are provided which allow the reader to locate NLS research articles via authors and coauthors, title, subject areas, as well as cohort(s). Cohort: B G M W Y.

1456 SPYKERMAN, BRYAN R. "Analysis of the Covariance Structure of the Rotter Internal-External Locus of Control Scale: Dimensionality and Stability." Ph.D. Dissertation, Utah State University, 1984.

The measurement properties and the stability of an abbreviated version of the Rotter Internal-External Locus of Control Scale were examined using an analysis of covariance structures technique (LISREL) developed by Joreskog and Sorbom. Respondents to the scale were NLS males 45 to 59 years old in 1966. These respondents were administered an abbreviated eleven item Rotter I-E scale in 1969, 1971 and 1976. The unidimensionality of the eleven item scale was rejected. Hypotheses suggested by previous research on the dimensionality of the scale were tested. A four item "personal control" subscale met statistical criteria of acceptable fit to the observed data, unidimensionality and structural invariance within subsamples across the three panels of the study. Only weak evidence was found for a "control ideology" subscale reported in earlier research. Personal control in the black subsample was found to be very unstable and influenced by level of socio-economic status. The opposite was true in the white subsample --personal control was highly stable over the period 1969 to 1976 and was little affected by socio-economic status. Some evidence was found for a lack of equivalence in personal control scale structure between the black and the white subsamples. Cohort: M.

1457 SRISUWAN, POONSIN. "An Empirical Analysis of Women's Earnings." Ph.D. Dissertation, University of Cincinnati, 1987.

The participation of women in the labor force in the United States has increased sharply since 1890. This is especially true of married women where participation grew from 5 percent in 1890 to about 50 percent in 1980. A significant gap between wages earned by women and those received by men has narrowed somewhat but still persists. This study seeks to help us understand more fully the determinants of women's earnings and thus throw light on the problem. The data base for this study is the NLS of Mature Women. This survey was conducted between 1967 and 1971 and involved a sample of over 5000 women between the ages of 30 and 44 years. Two models are used, a general model where human capital and family status variables such as number of dependents, marital status and husband's income play a leading role. In the other discontinuous work experience replaces the family status variables. Our main purpose is to improve the reliability of women's earnings functions through the inclusion of more appropriate variables. Two hypotheses are tested. The first is that the human capital model has equal ability to explain the earnings of workers regardless of gender. The second is that the influence of human capital variables is the same for all sectors of the population. The changes in the earnings model which are suggested here do enhance its explanatory power. The first hypothesis is rejected. Many family variables work in opposite directions for the two sexes. The second hypothesis is also rejected since some sectors of the population benefit very little from human capital investment while others realize substantial gains. [UMI ADG87-22102] Cohort: W.

1458 STATHAM, ANNE and RHOTON, PATRICIA. "Mature and Young Women's Volunteer Work, 1974-1981." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

Data from the NLS of Young and Mature Women (1974-1981) are used to examine the determinants and consequences of volunteer work. Descriptive results show remarkable aggregate-level stability across time in voluntary participation. The cross-sectional relationship between volunteer work and labor force participation was found to be negative. Over the long run, employed women who also do volunteer work experience lower earnings. Increased volunteer work was found to be related to relatively high levels of education, training, work experience, and occupational prestige. Hence, volunteer work substitutes for paid market work in the short run, but enhances accumulated human capital in the long run. Cohort: G W.

1459 STECZAK, CHERYL. "The Impact of Availability of Child Care Arrangements on the Career Paths and Eventual Job Satisfaction of Women in Vocational Education." Ph.D Dissertation, Purdue University, 1980.

Vocational development theorists have suggested that occupational choice is a means by which a woman implements her self-concept. To the degree that a variety of options are available, occupational choice influences one's total life adjustment and serves a key function in the evolution of one's career. Many factors are known or have been hypothesized to contribute to the career development of women who are employed. When the employed woman is also a mother, however, another dimension impacts upon her career development which has implications for her occupational and vocational choices. Because she is laden with responsibilities of child-rearing, the employed mother's choices can be severely limited. Also, her career path is often less stable and less predictable than that of the woman who does not have children. As a result, employed mothers represent a segment of the labor force which faces unique and compelling problems and whose skills and resources are either underutilized or neglected. This issue is of direct concern to vocational educators. The present study utilized data collected as a part of the NLS, conducted by the Ohio State University and the Bureau of the Census. The NLS followed the movement of 4,531 women (1,978 employed women without children, 1,952 employed mothers with preferred child care, and 601 employed mothers without preferred child care) from adolescence and into adulthood. This research study utilized only those women from the nationwide multi-stage, stratified, proportionate, random sample who were employed in 1975. Measures of association, the chi-square examined the effect of selected variables which encompassed age, marital status, occupational/educational status, socio-economic status, occupational/educational goal, high school curriculum, income, attitude of husband, occupation of respondent's mother and number of children requiring child care. The career patterns of employed mothers and employed women without children were found to be very different. The employed mother has a career path that is less stable than the employed woman without children. She is more likely to be employed in non-professional and non-managerial occupations and less likely to be able to participate in occupational opportunities which would prepare her for occupations with higher levels of income, benefits, and personal satisfaction. It appears that an increasing number of employed mothers are competing for the same part-time, low-income, entry-level occupations. To the degree that occupational choice does affect total life adjustment, it would seem that fewer employed mothers than employed women without children are becoming all that they desire; nor are they realizing the fullness of their potentialities. The result is that a valuable human resource among mothers who choose to work is being wasted. The results of this study appear to indicate that the employed mother or future employed mother needs not only vocational guidance, but also realistic career information. Several issues are relevant for the vocational educator, such as: (1) identification of potential early employed mothers; (2) personal counseling for self-actualization; (3) emphasis on life planning in addition to career planning; (4) preparation in the area of work adjustment skills; (5) providing greater opportunities for more actual work experience and on-the-job tryouts; and (6) advance the development of child care research and facilities for employed mothers. [UMI ADG80-27341] Cohort: G.

1460 STEPHAN, PAULA E. "The Labor Force Response of Career vs. Noncareer Married Women to the Unemployment Rate." Final Report, Assistant Secretary for Policy, Evaluation, and Research, U.S. Department of Labor, 1977.

The objective of this paper is to examine the hypothesis that because of job experience and a commitment to the labor force, the current labor force status of married women who have a career (defined as married women who have been working 70 percent or more of the time since marriage) is not responsive to changes in the local employment rate. The analysis uses data from the 1972 survey of the NLS of Mature Women. Logit techniques are used to analyze the labor force participation of career vs. noncareer women. It was found, using a "traditional" specification of the discouraged worker problem (which excludes experience) that career women as a whole are not discouraged while noncareer women appeared discouraged. The results are not paralleled when division is made by race. This paper also hypothesized that the amount of discouragement present depends upon the amount of experience that the woman in the labor market has. When experience is included with the unemployment rate in the interaction term, there is support for this hypothesis. However, when experience is also included directly in the specification of the labor force participation equation, the coefficients on the local unemployment rate--and the above mentioned interaction term--are no longer significant. Cohort: W.

1461 STEPHAN, PAULA E. and SCHROEDER, LARRY D. "Career Decisions and Labor Force Participation of Married Women." In: *Women in the Labor Market*, C. B. Lloyd, et. al., eds., New York: Columbia University Press, 1979.

This paper argues that the treatment of women as a homogenous group when analyzing labor force participation decisions is likely to result in a loss of information because it ignores career commitments. It was hypothesized that variables such as education, children, husband's permanent income, and race could explain observed differences in the commitment of women to the labor force. A sample of married women, husbands present, from the 1967 NLS of Young Women, was used to test this hypothesis using as a measure of career the observance that women had been in the labor force for at least 70 percent of the time between marriage and 1967. The outcome of a logit regression analysis suggested that these variables were significantly related to the probability of being a career woman. The authors then explored how segmentation of the sample into career and noncareer components might affect the outcome of the usual labor force participation analysis of women at a single point in time. It was argued that transitory impacts upon husband's earnings would probably affect the participation of those without a career commitment, but that it would have no effect upon those women with career commitments. In general, a noncareer woman acted in a way very similar to the conclusions reached in the traditional studies of labor force participation of married women, spouse present. For those with commitments, on the other hand, neither the number of children, the presence of teenagers, nor the earnings of the husband were related to their current labor force status. Cohort: W.

1462 STEPHENSON, STANLEY P. "From School to Work: A Transition with Job Search Implications." *Youth and Society* 11 (September 1979):114-32.

This article adapts a human capital model of schooling and earnings to focus on the transition period. The adaptation consists of two steps. First, unemployment incidence and duration after last leaving school, but prior to the first job taken, is included as an intervening part of the transition process. A second feature is the consideration of the extent to which job holding while in school alters subsequent unemployment and wage rates. The main result concerns the unemployment and wage equations. Holding a job while in school lowers the incidence of duration of later unemployment and raises the subsequent hourly wage for both white and black youth. Full-time job effects exceed part-time job effects in both equations and all effects are highly significant statistically. Job search theory suggests some types of unemployment behavior may lead to a higher wage, and a positive but nonsignificant effect of unemployment on the postschool wage was found for black youth. For white youth, however, significant and negative impacts of unemployment on the postschool wage were found. Cohort: B.

1463 STEPHENSON, STANLEY P. "In-School Labor Force Status and Early Post-School Labor Market Outcomes for Young Women." *Applied Economics* 13 (1981): 279-302.

This research analyzes the relationship between a young woman's labor force status when last enrolled in school and her labor market behavior in the first two years after leaving school. The results showed that in-school work increases the early post-school weeks worked and decreases early post-school weeks unemployed. In addition, the overall effects of in-school work are presented in the statistical models in the second part of the study. In racially-pooled analysis, there are two main sets of results: (1) In-school labor force participation raises relative post-school earnings, and post-school hourly wage rates. (2) Post-school weeks unemployed are sharply lower (higher) if the young woman was a part-time worker (unemployed) in school as opposed to an NLF student. Cohort: G.

1464 STEPHENSON, STANLEY P. "A Markov Model of School vs. Work Choices of Black and White Young Men." *Applied Economics* 14 (February 1982):43-61.

This study examines the actual school versus labor force participation choices by focusing on the way in which personal and economic factors alter the distribution of such choices. A multinomial logit model is used to predict the cells in Markov transition probability matrices. In addition, the sensitivity of the probability predictions to variation in selected predetermined variables is examined. A secondary goal of this paper is the comparison of empirical results obtained for white and black youths using a procedure implied by Coleman. Cohort: B.

1465 STEPHENSON, STANLEY P. "School to Work Transition of Noncollege Young Persons." Final Report, Employment and Training Administration, U.S. Department of Labor, 1980.

The report includes four empirical studies of the early labor market problems of noncollege youth. Data are from the NLS of Young Men and Young Women. Four youth labor policy implications emerge from the analysis: (1) the provision of employment in school may aid the school to work transition by enhancing labor market success in the first two years after leaving school, but it does not appear to directly affect long run labor outcomes; (2) postschool occupational training is much more beneficial if it is used (a result for young women) or if it is combined with accumulated work experience (a result for young men); (3) unemployment rate differentials between white and black male youth cannot be eliminated by equalizing the level of individual characteristics, such as training or education; racial differences in the effects of these factors, not their levels, are most important; and (4) youth labor policies should be targeted by sex, race, dropout status, family income, and urban vs. rural residence. Cohort: B G.

1466 STEPHENSON, STANLEY P. "The Transition from School to Work with Job Search Implications." In: *Conference Report on Youth Unemployment: Its Measurement and Meaning*. U.S. Department of Labor, 1979.

This study adapts a human capital model of schooling and earnings to focus on the transition period. The adaptation consists of two steps. First, unemployment incidence and duration after last leaving school, but, prior to the first job taken, is included as an intervening part of the transition process. A second feature is the consideration of the extent to which job holding while in school alters subsequent unemployment and wage rates. The main results concern the unemployment and wage equations. Holding a job while in school lowers the incidence and duration of later unemployment and raises the subsequent hourly wage for both white and black youth. Full-time job effects exceed part-time job effects in both equations, and all effects are highly significant statistically. Cohort: B.

1467 STEPHENSON, STANLEY P. "A Turnover Analysis Of Joblessness For Young Women." *Research in Labor Economics* 5 (1982):279-318.

This paper is an empirical analysis of the nonemployment of noncollege young women in the first weeks and months after they leave school. By estimating the determinants of transition rates of entering and leaving non-employment, the author is able to show the effect of race, dropout status, and prior work experience on the average length of joblessness, the expected number of work and nonwork spells, the average work spell length, and the steady-state probability of joblessness. In the analysis, special attention is given to the measurement of two types of structural state dependence, subgroup differences in transition rates, and adjustment for the fact that some young women never worked in the 2.7-year observation period. Data used are for young women who left school in 1970. Results suggest that in-school job holding affects the rate of job finding for white young women but not for black young women. This prior work experience is interpreted as evidence of lagged employment dependence, a type of state dependence. In contrast, for black young women, labor demand characteristics (not prior work) are important determinants of the rates of entering and leaving nonemployment. One possible reason for this difference concerns the nature of in-school jobs: most black young women who worked in school held government sector jobs, whereas white young women were more likely to have had private sector work experience. Whether or not these prior jobs were associated with racial differences in rates of on-the-job training or merely created such an impression to subsequent employers cannot be determined with the data used here. Yet, the race-specific effect of prior work experience on later employment behavior may have implications for youth employment policies. Cohort: G.

1468 STEPHENSON, STANLEY P. "Work in College and Subsequent Wage Rates." *Research in Higher Education*, N.D.

This study examines early post-enrollment wage determinants of white young men. The primary focus of this research is on student labor force status as a determinant of postenrollment wage rates. The findings show that student job-holding significantly increased postenrollment wage rates relative to youth who neither worked nor looked for work as students. Cohort: B.

1469 STEPHENSON, STANLEY P. "Young Women and Labor: In-School Labor Force Status and Early Postschool Labor Market Outcomes." *Youth and Society* 13 (December 1981):123-55.

This article uses a national data source, the NLS of Young Women, to consider four dependent variables: annual weeks worked, annual weeks unemployed, annual earnings, and hourly rate of pay. For each dependent variable, the parameters are estimated in Tobit models. In the racially pooled analysis, three model specifications are used for each variable and two main sets of results emerge. First, in-school labor force participation raises relative post-school weeks worked, earnings, and hourly wage rates. Post-school marriage and work-limiting health limits were found to be dominant determinants of the labor market outcomes. In addition, the findings showed post-school weeks unemployed to be significantly lower if the woman was a part- time worker in school. Cohort: G.

1470 STEPHENSON, STANLEY P. and EISELE, TURA W. "The Impact of Financial Aid on Women's Demand for Higher Education." *Research in Higher Education* 17,4 (1982):345-361.

The Educational Amendments of 1972 marked a new direction in public policy regarding the scope and purpose of financial aid to higher education. Aid became more "student-oriented," and equality of opportunity for higher education became a goal. This empirical study with national longitudinal data has made a start in policy evaluation of the effect of the 1972 Educational Amendments on the higher education acquired by young women. The most important result of financial aid receipt for young women is that those who received aid averaged 0.64 more years completed of higher education and averaged .145 greater graduation probability than similar women who did not receive aid. These results were obtained in multiple regression models in which the effects of marital status, parental background, geographic locations and economic characteristics, and tuition level were controlled for. These results suggest that policy attempts to stimulate the higher education acquired by enrolled young women by increasing the availability of financial aid are well-founded. Cohort: G.

1471 STERN, STEVEN. "Estimating a Simultaneous Search Model." *Journal of Labor Economics* (July 1989).

The primary goal of this work is to specify and estimate a structural simultaneous job search model and then determine the empirical importance of simultaneous search. The results indicate that new labor force entrants search simultaneously. A secondary goal is to identify and estimate job offer arrival rates and wage offer rejection probabilities separately. The results indicate that a significant portion of unemployment spells is caused by slow arrival rates, but policies intended to speed arrival rates would increase the average length of unemployment spells. Cohort: Y.

1472 STEVENSON, WAYNE. "The Relationship Between Youth Employment and Future Employability and Earnings." In: *Conference Report on Youth Unemployment: Its Measurement and Meaning*. U.S. Department of Labor, 1979.

In making the transition from school to work, most teenagers and young adults experience some periods of unemployment. The probability of experiencing unemployment, however, declines rapidly with age, suggesting that it represents a fairly short-term transitional problem. In this paper, it is shown that after controlling for related variables, early labor force status has a significant impact on subsequent employability and earnings. Jobless periods, particularly for out-of-school youth, constitute a loss which results in real disadvantage for years to come. Cohort: B G.

1473 STINNER, WILLIAM F. "The Transition to Retirement and Migration Behavior in the United States." Presented: the Meetings of the International Sociological Association, 1986.

Migration is often presumed to be linked to major transitions occurring throughout the life course. In postindustrial societies, one such prominent transition is retirement. Since little is known about the factors constraining or facilitating migration behavior in the context of the retirement transition, a model developed around a set of conditioning factors, including personal resources, socioeconomic bonds, environmental setting, and age, is tested on a sample of 2,000 United States males who entered retirement between 1967 and 1983. Cohort: M.

1474 STINNER, WILLIAM F. and KHOSROSHAHIN, MEHDI. "Selectivity Among Nonmetropolitan-Bound Male Migrants in the Middle and Later Years." *Research on Aging* 7,3 (September 1985): 472-488.

Middle-aged and elderly individuals have played a prominent role in the non-metropolitan turnaround. The data for this study are drawn from the Older Men cohort of the NLS, and the analysis is focused on a pooled sample of two-year migration intervals extending from 1967-1975. Nonmetropolitan-bound migrants do not differ substantially from metropolitan nonmigrants, but differences observed are along life-cycle lines. In contrast, metropolitan to nonmetropolitan migrants differ from nonmetropolitan nonmigrants on both socioeconomic status and life-cycle attributes. Cohort: M.

1475 STINNER, WILLIAM F.; PITCHER, BRIAN L.; TONEY., MICHAEL B. "Discriminators of Migration Propensity Among Black and White Men in the Middle and Later Years." *Research on Aging* 7,4 (December 1985): 535-562.

The objective of this research is to increase our understanding of racial variations in the correlates of migration propensity among men passing through their middle and later years. An analytical model is developed around environmental disamenities, socioeconomic bonds, personal resources, and age. The results suggest the importance of determining the extent to which selected variables differentially discriminate migrants from nonmigrants dependent on race. Cohort: M.

1476 STOLZENBERG, ROSS M. and WAITE, LINDA J. "Age, Fertility Expectations and Plans for Employment." *American Sociological Review* 42 (October 1977):769-83.

Fertility, female labor force participation, and the relationship between them are key subjects in a number of theoretical and applied areas of sociology. Because sex role norms and the widespread use of birth control devices have given American women much control over their fertility and substantial choice in their labor force activity (or inactivity), understanding the development and interrelationship of labor force participation plans and fertility expectations assumes great importance in understanding actual labor force participation and actual fertility. As a step toward understanding this development, the authors describe and attempt to explain the effect of women's age on the relationship between their labor force participation plans and their fertility expectations. Using data from a national sample of young women aged 19 to 29 in 1973 (N=3,589), a strong, linear relationship (r=- .96) was found between women's age and the effect of their plans for labor force participation on the number of children that they expect to bear in their lifetime. An explanation of this finding (called the Learning Hypothesis) is advanced which survives tests against several plausible alternative hypotheses. Policy implications and productive paths for future research are discussed. Cohort: G.

1477 STROCCHIA - RIVERA LENORE. "Self-Esteem and Educational Aspirations as Antecedents of Adolescent Unmarried Motherhood." Ph.D. Dissertation, University of Texas at Austin, 1988.

The purpose of this study was to test hypotheses regarding psychological antecedents of unmarried adolescent motherhood. Expanding literature has suggested that self-esteem and educational aspirations are important antecedents of adolescent pregnancy. However, past research has utilized data collected after the onset of pregnancy which is inappropriate for drawing conclusions about antecedent psychological conditions since many other researchers have found that major psychological changes occur during pregnancy. Unlike previous studies, this project utilized an archival data set which was longitudinal in nature and nationally representative of the adolescent female population in 1979. The value of using such data was that information about psychological characteristics could be collected before the onset of pregnancy for all subjects, regardless of fertility outcome. Moreover, since this was a nationally representative sample, results could be more easily generalized to all adolescent women in the United States as well as to specific ethnic and racial cohorts. Subjects included 390 NLSY adolescent females between the ages of 14 and 19 in 1979, 180 of whom later became unmarried mothers, 180 of whom did not become pregnant during the course of the study, and 30 of whom aborted their first pregnancy. Subjects were asked in 1979 about their educational aspirations, and in 1980, were administered the Rosenberg Scale of Self-Esteem. Fertility-outcome data were collected in 1982. Results indicated that socioeconomic status was the strongest predictor of later unmarried motherhood for all subjects. Moreover, socioeconomic status was found to be the only significant predictor of whether an adolescent chose abortion instead of motherhood. After controlling for age and socioeconomic status, educational aspirations were a significant predictor of later unmarried motherhood for Mexican-Americans and Non-Latino Whites, but not Blacks. In contrast, there was no association between self-esteem and adolescent pregnancy, except for MexicanAmericans. Only younger Mexican-American unmarried mothers had lower self-esteem before pregnancy than their older counterparts. Implications for prevention programs and social policy were discussed. Cohort: Y.

1478 STROCCHIA - RIVERA LENORE. "Self-Esteem and Educational Aspirations as Antecedents of Adolescent Unmarried Motherhood." Ph.D. Dissertation, University of Texas at Austin, 1988.

Unlike previous research which relies upon data collected during or after an unmarried teen's pregnancy to inappropriately draw conclusions about antecedent conditions of the pregnancy, this study utilized prospective, longitudinal data from an existing database to determine the roles of self-esteem and educational aspirations in the onset of unmarried teen motherhood, abortion, and pregnancy prevention. Subjects included 390 females from the NLSY who were between the ages of 14 and 19 in 1979, 180 of whom carried their first pregnancy to term and kept the baby, 180 of whom did not incur a first pregnancy either before or during the study, and 30 of whom aborted their first pregnancy. During the 1979 survey, subjects were asked about their educational aspirations, and in the 1980 survey, were assessed using the Rosenberg Scale of Self-Esteem. Extensive fertility information obtained in 1982 allowed for childbearing classification. Stepwise the hierarchical multiple regression analyses were conducted for the entire sample and for three racial-ethnic groups: Blacks, Non-Latino Whites, and Mexican-Americans. Results yielded important implications for improving social policy and pregnancy prevention programs. Cohort: Y.

1479 STROMMER, BERNICE H. "Status Attainment Processes in the United States: Analysis by Gender, Race, and Public/Private Employment." Ph.D. Dissertation, The Ohio State University, 1988.

This study examined gender and race differences as well as gender and public/private sector differences in the process of status change among adults over a ten year period using a comparative analysis that distinguished between factors predictive of occupational status at the beginning of the period and those occurring over the period. The effects of four clusters of intervening events and experiences on changing status were examined: (1) educational attainment; (2) labor force participation; (3) marriage and parenthood; and (4) rural/urban residential location. Using data from the NLS of Young Men and Young Women, certain of the hypotheses advanced were confirmed. Namely, public sector employment does exert a greater impact on status attainment for women and black men than for white men over a ten year period. Background events and experiences are more important than those intervening for white men but intervening events and experiences are more important for women and black men. When status attainment is measured in terms of wage, intervening events and experiences are more important than background for women only. Efficacy of resources rather than levels is proportionately more important in determining gender and racial differential gain in occupational prestige. Levels of resources rather than efficacy are, however, proportionately more important in determining differential gain in wage between white men and women.

In the public sector, returns to any gain in education acquired over a ten year period are greater for women than men when status attainment is measured in terms of wage. Efficacy of resources is more important than levels of resources in determining gender differences in status change in the public/private sector with status attainment measured in terms of occupational prestige. Differences due to levels of resources contributed more than those due to efficacy in determining gender and public/private sector differential gain in wage. Since more opportunities exist for status attainment of the disadvantaged in the public sector than elsewhere, labor market structure of both sectors, public and private, needs assessment and comparison to develop programs for equitable advancement. Since intervening events and experiences, especially education and parenthood, are more important for the disadvantaged, the structure of work in the United States needs to be analyzed and assessed to formulate policies for promotion of further opportunities to achieve equitable advancement. Cohort: B G.

1480 SUNDT, LESLIE A. "The Effect of Work Interruptions on Subsequent Earnings." Ph.D. Dissertation, Massachusetts Institute of Technology, April 1987.

Previous empirical findings suggest that earnings depreciate during periods of non-employment and following reentry, rebound and make up in large part for their initial decline. An alternative interpretation is that these results are driven by sample selection bias. Analysis of the NLS of Young Women indicates that individuals who remain employed for substantial periods after reentry do not experience wage depreciation. Those who re-exit the labor force, however, do experience depreciation. In fact, earnings depreciate for only part of the population and the so-called rebound effect is a statistical artifact. Cohort: G.

1481 SUTER, LARRY E. "A 1966 Replication of the 1962 Occupational Changes in a Generation Analysis of Older Men: Path Models as Indicators of Social Change." Presented: Washington, D.C., Population Association of America, 1971.

This paper used the 1966 survey of Older Men to duplicate path models presented by Duncan and Blau for white and black men in 1962. The models used education and occupation (status scores) of father, educational attainment of son, occupation (status scores) and current total income. Few changes in coefficients were observed between the two surveys. Some change in the effect of education on income for black men was attributed to changes in conditions during the period of the 1960's. Cohort: M.

1482 SUTER, LARRY E. "Occupation, Employment, and Lifetime Work Experience of Women." Presented: New York, American Statistical Association Meeting, 1973.

This paper presents a series of tabular distributions of occupation and educational attainment of women 30 to 44 years old in 1966 by the percent of lifetime worked. It shows that the amount of lifetime work experience is largely conditioned by marital and motherhood status, and only secondarily by educational level. The paper also demonstrates the relationship between income and lifetime work experience within similar educational and occupational levels. Cohort: W.

1483 SUTER, LARRY E. and MILLER, HERMAN P. "Income Differences Between Men and Career Women." *American Journal of Sociology* 78 (January 1973):962-74.

The analysis of incomes for men and women 30-44 years old in 1967 presented in this paper shows that by considering only educational level, occupational status, and work experience, the income level for women can be predicted more confidently than for men. Women's pay is commensurate with effort and education, but incomes tend to cluster around the average rather than varying widely around the regression line. The absence of marked variation means that most women were receiving "just average" wages, regardless of training, job status, or experience. The income distribution of men, on the other hand, tends to be skewed toward higher income levels. Cohort: W.

1484 SUTER, LARRY E.; WAITE, LINDA J.; STOLZENBERG, ROSS M. "Birth Expectations and Working Plans of Young Women: Changes in Role Choices." Final Report, Employment and Training Administration, U.S. Department of Labor, 1976.

The report explores plans of young women for labor force participation, their expectations for childbearing and the relationship between these intentions. Data from the 1968 to 1973 waves of the NLS of Young Women form the basis for the research. In the first chapter, the short-run stability of young women's reports on the number of children they expect to have in their lifetimes is examined. In the second and third chapters the relationship between young women's childbearing plans and intentions to work at age 35 is explored using nonrecursive models which allow reciprocal causation between work plans and fertility expectations. Planned family size was found to have only a small effect on young women's expectations for employment. Cohort: G.

1485 SUTER, LARRY E. and WAITE, LINDA J. "Changes in Fertility Expectations of Young Women: Evidence from Longitudinal Data." Presented: San Francisco, American Sociological Association Meeting, 1975.

This paper uses tabulations of two questions included in the 1971 and 1973 interviews of the NLS of Young Women. Several factors believed to account for a decline in the level of birth expectations were examined: changes in work experience and work plans, concern for population growth, and increasing attitudes toward a non-family role for women. Cohort: G.

1486 SYLVESTER, MARY ALICE. "The Effects of Parental Occupational Status, Age at First Fertility and Educational Attainment on the Occupational Prestige of Young Women." Ph.D. Dissertation, University of Colorado at Boulder, 1980.

The interrelationship of mothers' and fathers' occupational status, daughters' age at first fertility, daughters' educational attainment, and daughters' occupational status are examined for the Young Women's cohort of the NLS. The effects for black and white girls are examined separately and in combination in a causal model, using multiple regression analysis. The model for the entire population proved the two major hypotheses quite nicely. Mothers' and fathers' occupational status influenced both fertility and education, fertility influenced education and education influenced occupation. The effects of mothers' occupational status were stronger than were those of fathers' occupational status. In the model for white women, fathers' occupational status was retained because it slightly influenced age at first fertility and occupational status. Mothers' occupational attainment continued to influence the daughters' age at first fertility and educational attainment. The impact of education on occupational prestige was stronger than in the total model. This was read as an indication that black women were working in occupations in which the prestige level was less congruent with their education than was the case for white women and their removal from the model allowed the strength of the relationship to increase. Neither mothers' nor fathers' occupational status for black women proved to be relevant to age at first fertility. This was attributed to the preponderance of mothers working in domestic and service occupations and fathers working as laborers or within service occupations. Cohort: G.

1487 TAGGART, ROBERT. *Youth Knowledge Development Report 2.1 - Youth Unemployment: Its Measurement and Meaning*. Washington, D.C.: U.S. Government Printing Office, 1980.

This volume contains papers presented at the 1978 Conference on Employment Statistics and Youth. Several of the papers reported results based on the NLS of Young Men and Young Women. These papers are abstracted and included as separate entries in this bibliography. Cohort: B G.

1488 TAGGART, ROBERT and DAVIDSON, NAOMI B. *Conference Report on Youth Unemployment: Its Measurement and Meaning*. Washington, D.C.: U.S. Government Printing Office, 1978.

This volume includes selected papers from a conference held at the Institute of Industrial Relations, University of California, Los Angeles, February 1978. This Conference on Employment Statistics and Youth was sponsored by the U. S. Department of Labor with guidance from the National Commission on Employment and Unemployment Statistics. The introductory chapter summarizes the findings of the conference and of the papers included in this monograph. The chapters using NLS data are included as separate entries in this file. Cohort: B G.

1489 TAGGART, ROBERT; SUM, ANDREW; BERLIN, GORDON. "Basic Skills: The Sine Qua Non." *Youth & Society* 19,1 (September 1987): 3-21.

Using data from the NLSY and the 1980 Armed Service Vocational Aptitude Battery (ASVAB) administration, this paper examines the devastating impact that lack of basic skills and competencies has on the ability of America's young people to compete in school and in the workplace. Cohort: Y.

1490 TAKAI, RICKY T. "Marital Separation in First Marriages and Remarriages of Women: An Examination of Divergent Patterns." Ph.D. Dissertation, Johns Hopkins University, 1981.

Recent studies have shown that the rate of marital separation for remarried white women is higher than once-wed women. However the marital separation rate for black remarried women has been reported to be lower or not significantly different than first-married women. Several hypotheses were examined in order to identify the factors that account for the different rates of marital separation for once-wed and remarried women. The hypotheses were studied using data from the NLS of Mature Women (1967-1976) Aged 30 to 44 in 1967. A subsample of about 3700 women who reported themselves as married with their husbands present in 1967 was extracted from the data. One original hypothesis, developed by this author, focused on the characteristics of the men that remarried women select for husbands. Due to the disadvantages in the marriage market and economic hardships that divorced and widowed women face, I hypothesized that white remarried women are forced to choose husbands who are not as successful as husbands of once-wed women in fulfilling the role of breadwinner. For blacks, previous research suggests that divorced and widowed women may not feel strong economic pressure to remarry. Black women appear to use kinship support to replace the lost income of their former husbands more successfully than white women do and thus in the black population, the economic motivation to remarry may not be as great as for white women, relative to their situation before separation. On the basis of this evidence, I hypothesized that black women are not under the economic pressure to remarry as white women and are more careful to select males who are at least as successful as husbands of once-married black women in playing the role of breadwinner. Using a variety of economic characteristics of the husbands, I found partial support for the above hypothesis. In particular, husbands of remarried white women worked a significantly lower number of weeks than spouses of once-wed women. For blacks, there was no difference between the two groups of spouses. In addition, the number of weeks worked by the husband was significantly and negatively related to the probability of separation in the white sample. There was no significant relationship for blacks. The second hypothesis tested was that remarried women place greater emphasis on economic factors when considering the decision to separate or divorce than once-wed women. The results were mildly supportive of the assertion that remarried women place a greater emphasis on their own economic characteristics and those of the family when deciding to separate. The findings support the idea that the process of separation compels women to become more economically self-reliant and this self-reliance plays a larger role in the evaluation of their second or subsequent marriages. The third hypothesis focused on the problems arising from step-kin relationships in "recombined" families. The data did not support the theory that the network of step-kin relationships is an important factor in explaining the higher separation rate of remarried women. Recommendations are made for an analysis of a more appropriate data set before any firm conclusions can be drawn. The fourth hypothesis centered around the issue of marital homogamy in first and second marriages of women. The findings support recent studies reporting greater marital heterogamy among remarried women. In addition, regression analyses supported the notion that marital heterogamy is positively related to the probability of separation. [UMI ADG81-15724] Cohort: W.

1491 TAYLOR, NORMA JEAN. "Occupational Choices of Black Women: A Longitudinal Study of Two Cohorts." Ph.D. Dissertation, Brandeis University, 1983.

Black women, historically, have had a strong labor force attachment, even though they continue to be overrepresented in low-status and low-paying jobs. Because of their membership in two minorities, female and black, they are doubly victimized by sexual and racial discriminatory employment practices. Increased educational attainment, an expanding economy, and passage of antidiscrimination legislation, enabled blacks in general, and black women in particular, to improve their occupational status during the 60s and into the decade of the 1970s. The purpose of this study was to investigate the labor market experiences of two cohorts of black women with regard to their choice of occupation. The two groups, age 20-24 years in 1968, and age 30-34 years in 1967, were participants in the NLS and were followed over a ten-year period. In addition to the longitudinal aspect of the study, which identified "maturational" factors in the sample, the cross-sectional comparison of the two cohorts of the same age at two points in time permitted an assessment of the "secular" changes that have occurred between 1967 and 1978. By the conclusion of the study in 1977-78, both cohorts, in the areas of educational attainment, labor force participation, and occupational status displayed a bimodal pattern. About a quarter to forty percent of each group had achieved some college, showed strong labor force attachment, and improved occupational ranking. Another quartile or so had less than high school education, tended to be out of the labor force or remained in the lower ranked occupations. Despite these gains, the penetration of black women into the high-paying and high-status occupations, in significant proportions, continues to be an elusive dream. Cohort: G W.

1492 TAYLOR, PATRICIA A. "Women's Labor Force Participation and Marital Stability in the United States: A Panel Study." Ph.D. Dissertation, The University of Texas at Austin, 1976.

Recent investigations into the patterns of women's labor force participation have given us a better appreciation of the complex and varied nature of women's work. Not only does the timing of women's labor force participation differ from men's, but equally different are the kinds of jobs at which women work. Not only does the timing of women's labor force participation differ from men's, but equally different are the kinds of jobs at which women work, remuneration received, and effects on the quality of home life. Few studies to date, however, have examined the relationship between women's work and marital disruption. This study attempts to assess the impact of women's work in the paid labor force on the chance of marital instability. Specifically, role theory is employed as a theoretical mechanism for analyzing various statistical findings of women's labor force participation and marital disruption. Three hypotheses are derived from the role theory: (1) the greater the wife's labor force participation, the less the marital stability; (2) the more the demands of a woman's occupation, the less the marital stability; and (3) the less the wife's income, the less the effect of labor force participation on marital stability. These hypotheses are investigated using multivariate statistical techniques on a national, longitudinal sample of approximately 5,000 women subdivided into whites and nonwhites. Findings from the statistical analyses suggest that for women 30 to 44 years of age, the hours worked in the paid labor force and the occupation of the respondent are important factors in marital stability, even when the husband's resource variables are controlled. Although wife's income is also an important factor in marital instability, contrary to hypothesis (3), there is already a threshold at which point marital stability increases with higher incomes. The results of this study suggest the importance of including both husband's and wife's economic variables for research on marital disruption, and the utility of role theory as a heuristic device for understanding the substantive meaning of the analyses. Cohort: W.

1493 THRALL, CHARLES A. and FURSTENBERG, FRANK F. "The Rationing of Jobs: Consequences for Women Who Want to Work." Presented: San Francisco, American Sociological Association Meeting, 1975.

As a consequence of a chronic shortage of jobs in the United States, a set of norms and beliefs has developed for allocating the limited supply of jobs that do exist. This normative system serves as both a justification and a set of rules for rationing employment and has thus been labelled "job rationing ideology. " It operates as a queueing mechanism, placing individuals in line for employment with prime age white males at the head of the queue and everyone else one or more steps behind. For individuals such as women and minorities who stand back from the head of the job rationing queue, active job seeking is not a direct function of interest in working but also reflects the individual's sense of obligation to work and right to a job. To the extent that this is true, the present unemployment statistics are of little value in measuring the ability of the economy to provide work to all who are interested in working. Instead, the present measure serves to help obscure both the extent of the chronic shortage of jobs and the impact of the job rationing system on women and minorities who stand back from the head of the line. Cohort: W.

1494 TOLBERT, CHARLES M. "Industrial Segmentation and Men's Career Mobility." *American Sociological Review* 47 (August 1982):457-77.

Despite the increasing acknowledgement of the new structuralism in social stratification research, important issues and assumptions remain to be examined. The present research employs the industrial segmentation version of the new structuralism to evaluate the neglected hypothesis that industrial sectors constrain career mobility. A conventional mobility analysis is employed to study men's occupational mobility within and between oligopolistic and competitive industrial sectors. Results of the analysis suggest that the influence of industrial sectors is most apparent in late career mobility patterns where sectors appear to be relatively impermeable barriers to mobility. The effect of industrial sectors on earlier intragenerational mobility is also evident in the analysis. During the early career, certain origins appear to facilitate intersectoral mobility while others clearly constrain such mobility. The results suggest that the augmentation of analyses with information on industrial segmentation aids in interpreting observed mobility patterns. Moreover, the findings indicate that there is some substance to the immobility theme implicit in the new structuralist literature. Cohort: M.

1495 TOLBERT, CHARLES M. "Occupational Mobility in a Dual Economy." Ph.D. Dissertation, University of Georgia, 1980.

One important assumption of economic segmentation theory requires that mobility between economic sectors be constrained. The present research employs a major variant of these theories--dual economy theory--in an analysis of occupational mobility. Career mobility patterns within core (oligopolistic) and periphery (competitive) economic sectors are examined with conventional occupational mobility tables and nonmetric multidimensional scaling. Results of this analysis appear to indicate greater within-sector than between-sector mobility. Similar trends are evident in an analysis of intergenerational occupational mobility as sons tend to begin their careers and to continue to work in the same economic sectors as their fathers. Further analysis suggests that the influence of economic sectors on occupational mobility cannot be reduced to individual levels of human capital. It is concluded that our understanding of mobility could be enhanced through a reorientation of contemporary individualistically-oriented theory and policy that takes account of dimensions of the social organization of production such as economic segmentation. Cohort: M.

1496 TONEY, MICHAEL B.; GOLESORKHI, BANU; STINNER, WILLIAM F. "Residence Exposure and Fertility Expectations of Young Mormon and Non-Mormon Women in Utah." *Journal of Marriage and the Family* (May 1985): 459-465.

Utah's fertility rate is about double the nation's, and it increased during the 1970s as the nation's fertility declined. The fertility expectations of young non-Mormon females living in this setting (2.4 children) resemble those of young females in the nation as a whole, rather than the expectations of the young Mormon females in Utah (4.4 children). Significant differences between Utah's young Mormon and non-Mormon females remain after adjusting for other variables. These findings suggest: (1) that residence in a high fertility area per se does not affect fertility; and (2) that Mormon/non-Mormon fertility differences are likely to persist into the foreseeable future. The principal data for this study comes from a Utah survey. Secondary data from the 1979 NLSY are added for comparative reasons. Cohort: Y.

1497 TONEY, MICHAEL B.; PITCHER, BRIAN L.; STINNER, WILLIAM F. "Geographic Mobility and Locus of Control." *Journal of Psychology* 119,4 (1986): 361-368.

Migrants and nonmigrants are often alleged to differ on numerous psychological traits; little empirical analysis, however, has examined this possibility. This study examined the hypothesis that geographic mobility is associated with locus of control, a key dimension of the self-concept. No relationships between these variables were uncovered for a national sample of older white men. Cohort: M.

1498 TONEY, MICHAEL B.; STINNER, WILLIAM F.; PITCHER, BRIAN L. "A Test of the Axiom of Cumulative Inertia across Metropolitan and Nonmetropolitan Settings." Presented: the Meetings of the Rural Sociological Society, 1982.

Little research has included place attributes as a factor in analysis of the relationship between duration of residence and migration. Yet most migration theories portray migration as largely a response to place attributes. This paper examines one of the most important place attributes: metropolitan/nonmetropolitan classification. Life cycle status, education, employment status, occupational status, parents' socioeconomic status, and size of place of residence at age 14 are also considered. Using data from the NLS of Young Men, the results yield further evidence in support of the "axiom of cumulative inertia." Within both settings, migration propensities decline as duration of residence increases. However, comparison of duration of residence-specific propensities of SMSA and non-SMSA residents reveals similar propensities at all durations except the shortest. This finding is somewhat surprising since much literature suggests that integrating into nonmetropolitan communities should occur more readily. Cohort: B.

1499 TONEY, MICHAEL B. and SWEARENGEN, ROGER. "Migration Data: Prospects for Research Based on the Youth Cohort of the NLS." *Review of Public Data Use* 12 (1984): 211-219.

Very few data sets with information appropriate for migration research exist, and the prospect for specially designed surveys focusing on migration is remote. In the absence of appropriate data, migration researchers will have to continue to apply rigor in secondary types of analyses. This paper assesses the adequacy of panel data from the NLSY for migration research. Key information relevant to eight of the nine criteria developed by Bilborrow and Akin (1982) for evaluating survey data is contained in this data set, including extensive migration-defining information, personal and household variables, and environment variables. Cohort: Y.

1500 TORRES, MARCIA G. "Characteristics and Coping Styles of Young Hispanic Mothers Involved in Education and/or Work: A Descriptive Profile." Ph.D. Dissertation, City University of New York, 1982.

The objective of this study was to develop a profile of young hispanic mothers who were enrolled in school and/or employed in the labor force. This consisted of their general characteristics, their educational, occupational, and motherhood experiences (actual accomplishments, attitudes, ideals, aspirations, expectations, role models and environmental barriers in each category). Subjects' sense of individual control over their lives as well as their family role attitudes were also explored. The sample consisted of all mothers (44 hispanics, 114 blacks, and 181 whites) who were employed and/or enrolled and who were interviewed in the 1979 NLSY. All questions relating to the areas of interest to the present study were drawn from the NLS list of items. Chi-Square analysis was used to determine significant response differences across the three groups. Additionally Chi-Square analysis with Bonferroni Protection was applied where appropriate. Although responses from all three groups were examined, the main focus of the study was on the hispanic group. Through its cross-cultural perspective, the study supported more recent research which indicates that young women facing the considerable responsibilities of motherhood do aspire to achieve. The results did not support the assumptions in the literature that hispanic women are more rigid about family roles than are women from other cultures, nor that hispanic women have a more externalized sense of control. The findings did add support to the hypothesis that hispanic women face external barriers, some of which they share with the other two cultures, others only with blacks, and still others they carry alone (e.g., language, stressors of immigration, etc.). Cohort: Y.

1501 TORRES, MARCIA G. "Young Hispanic Mothers Enrolled in School and/or Employed in the 1979 National Longitudinal Survey of the Labor Force." Report to the National Council of La Raza, U.S. Department of Labor, 1982.

This study focuses on young Hispanic mothers' experiences and shows that these women did not demonstrate a motivation to become mothers at an earlier age than whites or blacks. They did, however, tend to leave school for family related reasons (pregnancy, marriage, etc.) and they were more likely to be married and to remain married. Although the majority were born in the United States, a large minority were born outside the U.S. and 89 percent spoke Spanish in their childhood. Most were raised as Catholics and continued to practice. Among those who were active outside the home, most worked and expressed a desire to continue working in the future even if they did not have economic need. They were also very interested in additional job training, aspired to obtain better jobs in the future and felt optimistic about being able to do so. If their families encountered economic problems in the future, they strongly preferred other alternatives than going on welfare, and they were almost 100 percent opposed to considering such alternatives as shoplifting to alleviate their problems. Although these young mothers had limited role models for educational achievements, they had very positive attitudes toward school and aspired to complete college successfully. The majority, however, left high school before graduating, usually due to family related or financial problems. Cohort: Y.

1502 TREAS, JUDITH A. "Differential Achievement: Race, Sex, and Jobs." *Sociology and Social Research* 62,3 (April 1978): 387-40.

This study attempts to determine why both black men and black women obtain lower status jobs than their white counterparts. The data are the subsample of 274 black women and 655 nonblack women who were "native-born" and of "nonfarm origins," from the NLS Mature Women Cohort and the subsample of 373 black men and 5,646 nonblack men who were also 30-44 years of age, "native-born," and of "nonfarm origins," surveyed by the Occupational Changes in a Generation Study, "a Current Population Survey supplement" in 1962. The analysis demonstrates that lower social origins and educational attainments are sufficient explanations of blacks' occupational disadvantage. Although black women get as much schooling as white woman with similar social origins, they take humbler first jobs. This status gap narrows over the course of a career, but black women never overcome this inauspicious labor force entry. Black men experience unique barriers to schooling. Although their career beginnings may not be lower than those of white men with limited educations, black men do not enjoy the upward career trajectory that characterizes their white counterparts. Cohort: W.

1503 TREAS, JUDITH A. "Occupational Attainment Processes of Mature American Women." Ph.D. Dissertation, University of California at Los Angeles, 1976.

This research asks after the determinants of occupational achievement among American working women. Of particular interest is the question of race and sex differences in achievement processes as specified by a basic attainment model incorporating social origins, education, and career beginnings. The implications of women's unique family roles, responsibilities, and resources for job success are explored. To gauge the influence of economic context on career beginnings, the opportunity structure afforded by hometown and by historical circumstances is considered. Cohort: W.

1504 TREAS, JUDITH A. and TYREE, ANDREA. "Prestige Versus Socioeconomic Status in the Attainment Processes of American Men and Women." *Social Science Research* 8 (September 1979):201-21.

This paper demonstrates the consequences to the researcher of choosing to analyze social mobility data with a prestige scale rather than with a socioeconomic index. First, the low intergenerational correlations reported for the International Prestige Scale are rejected when they are shown to be compatible with inadequate models of the processes of status inheritance. Second, the Duncan socioeconomic index is shown to be the preferred measure of status transmission in that it suffers from less random error than does the International Prestige Scale, particularly among men. Third, the occupational attainment processes of American men and women are described with socioeconomic scoring, and these findings are contrasted with those which were obtained with prestige coding. Cohort: W.

1505 TREIMAN, DONALD J. and TERRELL, KERMIT. "Sex and the Process of Status Attainment: A Comparison of Working Women and Men." *American Sociological Review* 40 (April 1975):174-200.

The process of educational, occupational and income attainment of working women and men is compared, utilizing data from representative national samples of women age 30-44, their husbands and men of corresponding age. Comparisons are made separately for whites and nonwhites. The process and level of educational and occupational attainment is shown to be virtually identical for women and men, but women earn far less than men even when work experience and hours of work are taken into account. Married women are shown to earn less than single women, and the sources of this difference are analyzed. Cohort: W.

1506 TREMAYNE, PAMELA L. "The Effect of Sex Pole Attitudes and Personal Characteristics on Job Satisfaction and Labor Force Turnover among Women: A Longitudinal Study." Ph.D. Dissertation, Emory University, 1985.

The effect on labor force turnover of a number of personal and family variables is the focus of this research. Job turnover is the primary dependent variable with job satisfaction treated at times as dependent and at other times as independent. The major independent variables are family income, the presence of children in the home, education, age, race, marital status and the attitudes of working women and their husbands toward the acceptability of work for women. A review of past research into job turnover and satisfaction reveals an emphasis on characteristics of the work place as well as on samples primarily composed of male respondents. This research shifts the view to factors which are apart from the job and which in the past have been used to explain women's absence from the labor force. Instead, these factors are examined to see what influence they may have on job turnover and satisfaction. The data are from the NLS Mature Women's cohort. The study focuses on approximately 2,000 women who reported they worked at both the 1967 and 1972 interview points. The remainder of the cohort includes women who worked at neither time or only at one other time point. The analysis is in two steps. First, two- and three-way comparisons are made among the variables and chi square tests are done to determine if relationships exist. Significant association at the .001 level is found between turnover and satisfaction, family income, age and education, and strong relations emerge with other independent variables. Second, logistic regression analyses are done on two groups of variables. In the first, five independent variables and turnover, as the dependent, are examined. A model is fitted with three main effects and two two-way interactions. In the second logistic regression analysis, satisfaction is treated as dependent and four independent variables are included in the examination. Both methods of analysis indicate relationships between turnover and satisfaction, income and the presence of children in the home. Cohort: W.

1507 TREMBLAY, CAROL HORTON. "A Comment on 'Regional Wage Differentials: Has the South Risen Again?'." *Review of Economics and Statistics* (1986).

In contrast to the findings of Sahling and Smith (1983) that Southern real wages are greater than real wages of comparable workers in other regions, the Southern-non-Southern real wage ratio is estimated at 90 percent from a model with a selectivity bias correction. The Southern-non-Southern wage offer differential is more than twenty-two percent and consists of a 9.7 percent component due to different parameter estimates and a 12.7 portion due to different average characteristics. Cohort: B.

1508 TREMBLAY, CAROL HORTON. "The Impact of School and College Expenditures on the Wages of Southern and Non-Southern Workers." *Journal of Labor Research* 7,2 (Spring 1986): 201-211.

Based on previous evidence of diminishing earnings returns to greater educational expenditures, the hypothesis that Southern schools and colleges have greater returns than non-Southern schools and colleges is tested but is not accepted. Per pupil expenditures for both school and college, however, significantly raise earnings for Southern male full-time workers. The elasticity of expenditure with respect to the wage for high school graduates is 0.1212 for Southerners and 0.0360 for non-Southerners, and the elasticity for college expenditure is 0.0468 for Southerners and 0.0260 for non-Southerners. Cohort: B.

1509 TREMBLAY, CAROL HORTON. "Wage Patterns of Women over the Business Cycle." Working Paper, Kansas State University, 1988.

A high-pressure economy was not conducive to wage upgrading for young women relative to young men in the late 1960s and the 1970s, contrary to Okun's (1973) high-pressure hypothesis. Nevertheless, the wage advantage for men over women did erode over time. The male-female wage differential predicted from a model that adjusts for selectivity bias is more than 26 percent. Models that neglect sample selection bias yield overestimates of the male-female wage differential. Different characteristics of men and women account for an eight percent wage differential with the remaining eighteen percent differential attributed to unobserved factors and discrimination. Cohort: B G.

1510 TRIANDIS, HARRY C. and HUI, C.H. "Locus of Control in Hispanic and Mainstream Samples." Interim Technical Report ONR-25, Office of Naval Research, U.S. Department of Defense, 1982.

Using a nationwide sample of young people aged 14-21 in 1979, this study examined: (1) whether the similarity between Mainstream and Hispanic Navy recruits previously found by Hui, Triandis and Chang is generalizable to the general population of the same age; and (2) whether Hispanic and Mainstream, men and women, who were both low and high socio-economic status subjects employ the same meaning of locus of control. The NLSY is comprised of both civilian and military subjects. It was found that all civilian groups are similar to each other, regarding the meaning of this construct. However, the military groups are rather different from the civilian. The previous finding of no difference between Mainstream and Hispanic recruits is also replicated in this national sample. Cohort: Y.

1511 TROST, ROBERT P. "The Value of Stable Employment as Inferred from Market Wages." Report, U.S. Department of Defense, 1980.

This paper estimates the value employees place on stable employment. Here the term 'stable employment' means a relatively low probability of temporary and/or permanent layoff. This value is estimated by regressing individual wage rates on exogenous variables and proxy variables for unstable employment. The sign and size of the coefficients on these proxy variables in the wage equation measures the value of stable employment in terms of hourly wage rate. The wage equation is estimated using the Michigan and Older Men's survey data. The results indicate that the wage elasticity with respect to instability is. 3. This means that if one industry is 50 percent more stable than another, then other things equal, the more stable industry would have a 15 percent lower wage rate. Cohort: M.

1512 TROST, ROBERT P. and LEE, LUNG-FEI. "Technical Training and Earnings: A Polychotomous Choice Model with Selectivity." *Review of Economics and Statistics* 66,1 (February 1984):151-156.

This paper presents a model with polychotomous choices and selectivity and then applies it to the problem of estimating the returns to technical school training. Using the NLS of Young Men, the paper finds evidence of self-selectivity in the high school wage equation and estimates the wage effect of technical school to be a $1. 27 per hour increase in wages. This amounts to an estimated rate of return of 9 to 11. 2%, which is slightly higher than estimates obtained by others. Without corrections for selectivity bias, the rate of return is underestimated by 6%. Cohort: B.

1513 TROTTA, JOSEPH R. "The Socioeconomic Attainment Process." Ph.D. Dissertation, The University of Cincinnati, 1978.

This research investigates the socioeconomic attainment processes of education, occupational status and earnings. Comparisons of these processes are made for race and sex groupings. For educational attainment, it was found that mental ability played the most influential role as compared to the effects of father's and mother's educational attainment, head of household's occupational status and sibship size. The hypothesis that the same-sexed parent had a stronger effect was supported for both races. Overall, black males and females and white females experienced lower rates of return from mental ability as compared to white males. In terms of occupational status attainment, only education and previous occupational status had effects. Labor force experience and number of previous jobs had no effects. The models for white and black males were similar and the model for white and black females were similar. For earnings attainment, only previous earnings and current occupational status exerted effects while no effects were found for education, labor force experience and number of previous jobs. This finding seriously calls into question the human capital perspective which has been heavily utilized in the literature. Cohort: B G M W.

1514 TSUI, STEVE WAI CHO. "A Sequential Study of Birth Probabilities: An Economic Model." Ph.D. Dissertation, Illinois University at Carbondale, 1981.

A sequential economic model of human reproduction is developed and tested in this study. Rather than focus on the completed family size, desired or actual, of a family as the decision variable in the fertility process, this study looks at the economic determinants of parity progression. The dynamic model fills in the gap left by Namboodiri's suggestion for a sequential economic model of transitional probabilities from parity n to parity n + 1 and the existing empirical works of Namboodiri, Rosenweig, Seiver, and Shields et al. With the introduction of a multi-period intertemporal preference thesis, the decision variable "whether or not an additional child is demanded" is shown to be logically derived as the dependent variable in a planning and replanning household production model. According to this multi-period household consumption and production model, the demand for an additional child is an outcome of rational choice: utility maximization subject to resource, time and technological constraints. Most importantly, it is clear that other economic models treating completed parity as the dependent variable are actually implicitly imbedded with very unrealistic and restrictive separability assumptions on the family's preference ordering. With the possibility of taste changes over a household's life-cycle (variations in tastes may probably be induced by the arriving of each birth), the sequential model developed in this study is more suitable to explain the dynamic process of human reproduction. Empirical tests of this model with the 1976 NLS data yield encouraging results. The probability of another child is reported as very sensitive to changes in the value of selected independent socioeconomic and demographic variables. Two interesting findings are: (1) The quantity of children is shown to be a normal good. The demand for children will increase as income increases. This conclusion is supported by a positive relationship between the father's income and birth probability; and (2) An opportunity cost effect of the father's time is reported in the study. This is not surprising since the labor of the father is allowed to be productive in household activities. Hence, educational level of the father may not be as good an indicator of the earning potential of a family as it is usually assumed in numerous studies. Cohort: B.

1515 TUMA, NANCY B. and MICHAEL, ROBERT T. "A Comparison of Statistical Models for Life Course Analysis with an Application to First Marriage." In: *Current Perspectives on Aging and the Life Cycle*, D. I. Kertzer, ed., Vol. 2. Greenwich, CT: JAI Press, 1986.

This paper addresses the question: "How similar are results pertaining to the effects of family background on early marriage when five different statistical models are used to analyze the data?" Data from the NLSY are used in this study of first marriage rates up to age 22 using three proportional hazard models--a Gompertz model, a Cox model, and a time period analog to the Cox model--as well as two additional commonly used models, a logistic and a linear probability model. These statistical models are fit to a relatively large sample (N=2468) of white women and to a relatively small sample (N= 223) of Hispanic women. An identical set of covariates is used for the comparison. Using several tests of goodness-of-fit, all five models capture the general age pattern of early entry into marriage reasonably well, with the proportional rate models closest to the Kaplan-Meier estimates for the whole sample. Regarding the estimates of the effects of covariates, all five models yield quite similar estimates when evaluated at sample means, but of course the linear probability model's estimate deviates substantially from the others at levels far from the means. Although the data demands and complexity of estimation is greater with the proportional rate models, they appear to be the preferred model in terms of their fit with the data. In our comparisons between the two static models, the linear probability model is substantially inferior to the logistic model. Cohort: Y.

1516 TUMA, NANCY B. and SANDEFUR, GARY D. "Dynamic Migration Models Applied to U.S. Longitudinal Data." (In-progress Research).

Our purpose is to develop, formalize, and test a dynamic behavioral model of migration. We propose to break down the migration decision-making process into three phases: (1) the decision to search for alternative locations; (2) the search for and the evaluation of the alternative locations; and (3) the final decision to move. At each phase of the decision-making process, an individual evaluates his expected costs and benefits before taking action. These costs and benefits (they may be monetary or nonmonetary) depend on the characteristics of the individual, the characteristics of his current location, and the characteristics of the alternative location that he is evaluating. Since these relevant characteristics change over time, the migration decision-making process is a dynamic process. The phases of the decision-making process are unobservable. However, the outcome of this process and the characteristics of the individuals and locations that determine the constituent components of each phase of the process are observable. These pieces of information let us derive a model of migration behavior that can be estimated and tested using longitudinal data. Hypotheses will be tested using two principal sets of data: the Panel Study of Income Dynamics (PSID) and the NLSY. These data contain a wide variety of longitudinal information on individuals pertaining to migration, schooling, marital status, employment, fertility and pregnancy. Thus, these data let us examine not only the effects of background characteristics on migration but also the dynamic associations between migration and behavior in other life domains, such as marriage, child-bearing, child-rearing, schooling, and employment. Both data sets also include information on county of residence which permits us to supplement the data on individual attributes with information on characteristics of counties using data collected by the U.S. Bureau of the Census and other governmental agencies. [NTIS/FEDRIP] Cohort: Y.

1517 TYREE, ANDREA and TREAS, JUDITH A. "The Occupational and Marital Mobility of Women." *American Sociological Review* 39 (June 1974):293-302.

The NORC data on occupational mobility of women presented by DeJong, et al. (December 1971) are reanalyzed in order to compare male and female patterns of occupational mobility in the U. S. Both male and female occupational mobility patterns are then compared to patterns of marital mobility (from father's occupation to husband's) of wives not in the civilian labor force. For the comparisons, all three matrices are adjusted to identical marginal distributions to eliminate the extent to which size of occupational categories of either origin or destination differ. The occupational mobility of women is found to be less similar to mobility patterns of men than is women's marital mobility. Thus, similar patterns govern movement of both men and women from their origins to the status of male head of their families. The occupational mobility of the women themselves, however, does not follow the pattern of men so closely as DeJong, et al. concluded in their original article. Cohort: W.

1518 U.S. DEPARTMENT OF DEFENSE. "Profile of American Youth: 1980 Nationwide Administration of the ASVAB." Report, U.S. Department of Defense, 1982.

In order to assess the vocational aptitudes of American youth, a national probability sample of approximately 12,000 young men and women, selected from participants in the NLSY, were administered the Armed Services Vocational Aptitude Battery (ASVAB), an instrument used by the Military Services to determine eligibility for enlistment and qualification for assignment to specific military jobs. Sponsored by the Department of Defense (DOD) and the Military Services, in cooperation with the Department of Labor, this 1980 study tested young people representative of all youth in the United States, ages 16-23 years old. Analyses focused upon young people ages 18-23 at the time of ASVAB testing. Cohort: Y.

1519 UPCHURCH, DAWN M. "The Effects of Early Childbearing on High School Completion Among Recent Cohorts of American Women." Ph.D. Dissertation, Johns Hopkins University, 1988. Cohort: Y.

1520 UPCHURCH, DAWN M. and MCCARTHY JAMES. "Adolescent Childbearing and High School Completion in the 1980s: Have Things Changed?" *Family Planning Perspectives* (Forthcoming).

This paper explores the trends in the association between age at first birth and high school completion over the past thirty years. Data from three national surveys of women, the NLS of Mature Women, Young Women, and NLSY, were utilized in order to examine the experiences of women who were adolescents from the 1950s through the early 1980s. It was found that differentials in percentages completing high school by age at first birth persisted, but were considerably smaller in 1986 than they were in 1958. This convergence occurred because increases in the percentages of school-age mothers graduating from 1958 to 1986 were greater than the gains achieved by all women. However, there were differences by race in the concentration of these gains between 1958 and 1986. Young white mothers experienced the greatest increases between 1975 and 1986, whereas the largest gains for young black mothers were in the earlier period, from 1958 to 1975. To examine changes by socioeconomic status, within racial groups, the authors focused more closely on the period from 1975 to 1986 and found that school-age mothers from more disadvantaged backgrounds had the greatest gains in percent graduating, but that differentials by socioeconomic status persisted in 1986, with more advantaged black and white young mothers still more likely to graduate than their less advantaged counterparts. Cohort: G W Y.

1521 UPCHURCH, DAWN M. and MCCARTHY, JAMES. "The Effects of the Timing of a First Birth on High School Completion." Working Paper, Johns Hopkins University, 1989. Presented: Baltimore, Annual Meeting of the Population Association Meeting of America, 1989.

This paper re-examined the relationship between childbearing and schooling for a recent cohort of women. Utilizing data from the NLSY, it was found that while a birth is not predictive of dropping out of school, a birth does hinder eventual graduation among high school dropouts. Additionally, a women who becomes a mother at any time after dropping out of school is less likely to graduate; the effect of a birth depends very little on when it occurred after a women dropped out. Cohort: Y.

1522 USEEM, MICHAEL. "Educational and Military Experience of Young Men During the Vietnam Era: Non-Linear Effects of Parental Social Class." *Journal of Political and Military Sociology* 8 (Spring 1980):15-29.

Parental social class is known to have a positive impact on the quality of many experiences of a son or daughter, and studies employing this variable often assume that the impact is linear. This paper argues, however, that failure to consider possible non-linear effects of parental socioeconomic status (SES) on offspring experience can significantly distort interpretation of the impact of social origins. Drawing on data from a nationally representative longitudinal study of 1,922 young men during the 1967-1970 period, the author examines the form of the relationship between parental SES and two important areas of their sons' experience-continuation of schooling and service in the armed forces during a three year period after the young men reached their eighteenth birthday. Educational and military experience are found to be better predicted as a second degree function of parental SES than as a linear function of parental SES. The evidence also indicates that the curvilinear relationship between linear relationship and military experience is partly the product of the non-linear relationship between social origins and education experience, suggesting that if non-linear effects of social origins and education experience in one institution are overlooked, the sons' experience in another institution may not be fully interpretable. Finally, a linear assumption is found to systematically underestimate the actual degree of inequality in the distribution of access to education. Cohort: B.

1523 VALECHA, GOPAL K. "Construct Validation of the Internal-External Locus of Control as Measured by an Abbreviated 11-ITE IE Scale." Ph.D. Dissertation, The Ohio State University, 1972.

The study focuses on construct validation of internal-external control, of reinforcement as measured by an abbreviated new scale of Internal-External Locus of Control (I-E) and administered to a national probability sample of over 4,000 young men, 16 to 26 years of age in 1968. The first chapter deals with the definition of I-E, its theoretical underpinnings, and the early studies related to development of the 29-item forced-choice scale and other measures of I-E. The second chapter relates I-E to various other constructs that bear a similarity and are in some fashion related to it. The third chapter summarizes literature pertaining to construct validity of I-E. Chapter Four examines the hypothesized relationship between I-E and factors believed to influence I-E, and factors assumed to be influenced by I-E. Chapter Five deals with the methodology as related to sampling, interviewing of individuals, and the statistical operations to be performed. The results and their interpretation and discussion are presented in Chapter Six. The conclusion and summary are provided in Chapter Seven. Cohort: B.

1524 VAN VELSOR, ELLEN and O'RAND, ANGELA M. "Family Life Cycle, Work Career Patterns, and Women's Wages at Midlife." *Journal of Marriage and the Family* (May 1984):365-73.

The present study identifies midlife wage differentials across four employment timing patterns and finds that the wage attainment process itself varies by employment and timing patterns. Wives whose careers were interrupted for childbearing earn less, on the average, than wives employed during every life cycle stage, but more than wives with delayed work careers. Sectorial location is the most important determinant of wage for wives employed during every stage and among those whose work lives were interrupted by childbearing. The full-time or part time status of current employment is the most important determinant of wage among wives whose work lives began during the childbearing stage, while education is most important for wives who enter the work force after childbearing. The wage effects of birth cohort, education, employment continuity, female percentage of occupation in last job, and the full-time or part time status of that employment differ significantly across patterns, as well. Cohort: W.

1525 VAUGHAN, SUZANNE and WRIGHT-ROMERO, LINDA. "The Structure of Labor Markets and Sectors of Production: An Analysis of Underemployment Among Hispanic Youth." Report to the National Council of La Raza, U.S. Department of Labor, 1982.

Data from the NLSY are used to explore the distribution and utilization of labor power among Hispanic youths through examining their conditions of employment and their relationship to major structural features of the labor market. The focus of the study is upon evaluating the extent to which Hispanic youths differ from other groups and among themselves regarding labor force participation and the labor markets in which they participate. Findings include: (1) wide gape that appear between the rates of underemployment among minority youths and whites are probably symptomatic of a continuing process of misallocation of employment opportunities for minorities; (2) Hispanic youth fall somewhere in the middle with regard to their distribution across sectors, with a somewhat higher proportion of Hispanics employed in the state sector as opposed to blacks; (3) the competitive sector is not the only sector that should be the focus of scrutiny; and (4) unemployed and "discouraged" teenagers are more likely to be within the state sector and monopoly sector. Overall, the results of the study suggest that both the quantity and, more importantly, the quality of the employment experience differentiate white youth from black and Hispanic youth. Policy recommendations are provided on the basis of these findings. Cohort: Y.

1526 VERDUGO, NAOMI and NORD, ROY D. "Projections of the Male Youth Population and Enlistment Propensity by Army Recruiting Battalion, 1980-1995." Mimeo, Manpower and Personnel Policy Research Group, Army Research Institute, Research Product 87-34, 1987.

This report provides estimates and projections of the number of 17- to 21-year-old males by race and Hispanic ethnicity in each Army recruiting battalion for the years 1980-1995. Additional estimates are provided by test score category (TSC) on the Armed Forces Qualification Test (AFQT), high school graduation status, and propensity to enlist in the Army specifically, and a more general propensity to enlist in any service. Population estimates and projections are also provided for Hispanic males aged 17 to 21 in each of 10 states with large Hispanic populations. A variety of data sources were utilized including the Profile of American Youth sample of the NLSY. Findings include evidence of significant population declines in this age group, particularly during the 1980-1985 period. Hardest hit by population declines are the 1st (Northeast) and 4th (Midwest) recruiting brigades. While the overall youth population is declining, the Hispanic population is increasing in both size and proportion. An obstacle to recruiting more Hispanics, however, is that they are less likely to graduate from high school than either whites or blacks. With respect to Insular Puerto Ricans, the inability to speak English prevents many from passing the AFQT. Cohort: Y.

1527 VERDUGO, RICHARD R. "Race, Ethnicity, and Attainment in the Early Career." Report to the National Council of La Raza, U.S. Department of Labor, 1982.

Data from the 1979 NLSY are used to explore socioeconomic differentials in early career among Chicanos, blacks and whites. The attainment process appears to be more complex and disjointed for blacks than for whites or Chicanos. In fact, attainment for Chicanos seems to be less complex than for either blacks or whites and predicated primarily on merit and aspirations. Differences in the attainment process of the three groups are highlighted by the fact that blacks, although having more years of schooling, coming from better socioeconomic origins, and realizing greater income returns to their education than Chicanos, still earn less, on the average, and work at jobs comparable to those held by Chicanos. Cohort: Y.

1528 VERDUGO, RICHARD R. "Race, Powerlessness and the Status Attainment Process: Evidence from the Sixties and Early Seventies." Ph.D. Dissertation, University of Southern California, 1981.

The intent of this dissertation is to examine interracial socioeconomic differentials and also to assess the influence of racial group membership on the status attainment process. In examining interracial socioeconomic differences, three strategies have been mapped. First, black-white differentials are examined in three areas of socioeconomic standing: education, occupation, and income. Second, an extended version of a Blau-Duncan (1967) model of the status attainment process is estimated across racial group boundaries. Extensions to the basic Blau-Duncan model include the following variables: items measuring the quality of school attended by a respondent; a social psychological variable, powerlessness, which reflects perceived control over one's life chances and which may adversely affect one's attainment; and finally, the attainment process over six points in time (1966 to 1971), which shows estimation of changes in the attainment experiences of the same cohort of men over time. Third, racial discrimination is addressed by seeking an answer to the following question: would interracial differences on selected measures of socioeconomic position persist if both blacks and whites were given the same profiles and white advantages? Cohort: B.

1529 VETTER, LOUISE and STOCKBURGER, DAVID W. "Career Patterns of a National Sample of Women." Columbus, OH: The National Center for Vocational and Technical Education, The Ohio State University, 1974.

This research examines career development variables such as education, attitudes toward work and number of children in relation to the career patterns. Since white and black women were distributed differently among these patterns, results showed blacks generally having spent more time in the work force. For both races, continuously working women had more education, relatively more desirable occupational assignments, and a greater personal income as compared to non-continuously working groups of women. The non-continuously working groups showed married women not working at that time had attained a higher educational level, a more desirable last occupational assignment--and a husband with a more desirable job and higher income than white women who were working (non-continuously); however, the opposite was true for blacks. Cohort: W.

1530 VINING, DANIEL R. "On the Possibility of the Reemergence of a Dysgenic Trend with Respect to Intelligence in American Fertility Differentials." *Intelligence* 6 (1982):241-264.

This paper examines the relationship between IQ and fertility in the NLSY, a sample of men and women aged 25-34 as of the late 1970s. The major finding of previous studies was that the IQ/fertility relationship is slightly positive, contrary to expectations though confirmatory of the so-called Eugenic Hypothesis. The working hypothesis is that this finding is special to the cohort chosen for study, i. e. , one whose child-bearing took place during a period of rising birth rates. In periods of rising birth rates, persons with higher intelligence tend to have fertility equal to, if not exceeding, that of the population as a whole. In periods of falling birth rates, the opposite is the case. This thesis is generally supported by the data set described above. Fertility differentials to date within the post-World War II cohort, which entered its reproductive years during a period of falling birth rates, show a negative relationship between intelligence and fertility. The relationship is less negative for white men than for white women and for white women than for black women (black men are omitted from this study due to deficiencies in the data). The stated intentions of this cohort with respect to future fertility, if realized, will moderate the degree of this relationship, particularly for whites, but not change its sign. Cohort: Y.

1531 VISCUSI, W. KIP. "Employment Hazards: An Investigation of Market Performance." Ph.D. Dissertation, Harvard University, 1976.

The purpose of this thesis is to analyze labor market performance with respect to job hazards. Part I analyzes wealth effects and earnings premiums for job hazards. Part II analyzes the quit rate response to job hazards. Part III analyzes the process of worker learning about job characteristics. As predicted, observations of job characteristics and injury experiences were important determinants of worker's job risk assessments. Cohort: M.

1532 WAITE, LINDA J. "Child Care, Fertility, and Female Labor Force Participation." (In-progress Research).

The proposed research will examine the relationships among women's employment, the number and spacing of their children and the means that they use to provide care for children. First, we will use data from the NLS of Young Women, Mature Women, and NLSY and the June Current Population Survey from 1977 and 1982 to analyze each of the two-way relationships between child care, number of children and their timing, and women's employment. In particular, we will focus on what kinds of women provide care for their children themselves, and what factors determine the use of formal versus informal, paid versus unpaid child care. Using information from the NLS and CPS, we will estimate women's child care costs, by age of child and type of care, for women with various characteristics. These predicted costs are of interest in their own right and also serve as determinants of women's labor force behavior and fertility in the causal analyses. Our analyses of the two-way linkages in our model comprises two parts: (1) a tabular analysis of child care, fertility and employment; and, (2) a multivariate analysis. These analyses will present a comprehensive picture of the associations between the components of our model, providing general information for scholars and policy makers on the processes at work as well as providing the basis for our later causal analyses of these relationships. We will build and estimate causal models linking these decisions. In our causal modeling we test hypotheses relating to a variety of issues: young women's expected labor force participation and fertility; effects of child care on market and fertility; how differing availability of child care for different racial, ethnic and age groups affects their labor supply after childbirth; effects of child care type on the stability of market work; how parents spend time with their children. [FEDRIP/NTIS] Cohort: G W Y.

1533 WAITE, LINDA J. "Projecting Female Labor Force Participation From Sex-Role Attitudes." *Social Science Research* 7 (1978):299-318.

In this paper, evidence on the casual connection between employment of women and sex-role attitudes is presented and evaluated utilizing data from the Mature and Young Women cohorts. The effects of sex-role attitudes on labor force participation are reviewed and changes in sex-role attitudes during the next 15 years are projected. Information on the relationship between sex-role attitudes and labor market activity is used to make tentative projections of female labor force participation to 1990. Cohort: G W.

1534 WAITE, LINDA J. "Working Wives and the Life Cycle." *American Journal of Sociology* 86 (September 1980):272-94.

The concept of the "family life cycle" provides a valuable context within which to study labor force participation of married women. This article tests the hypothesis that the process by which wives make the decision to supply labor to the market varies with position in that life cycle. An examination is made of market activity during the early stages of the cycle, from marriage through the completion of childbearing. The effects of the most important determinants of married women's labor force involvement are found to depend on life-cycle stage. Wives who consider their families complete tend to be more responsive to family financial circumstances and the characteristics of the labor market in which they live than do childless women or mothers who expect more children. History of employment is found to be most important in predicting current market activity for mothers who expect more children and least important for those who do not. Cohort: G.

1535 WAITE, LINDA J. and BERRYMAN, SUE E. "Job Stability Among Young Women: A Comparison of Traditional and Nontraditional Occupations." *American Journal of Sociology* 92,3 (November 1986): 568-95.

This paper explores young women's retention in sex-atypical jobs in the military and in civilian firms. It develops hypotheses about the effects on one-year turnover of sex composition of the occupation in the national labor force. These hypotheses were drawn from several theoretical perspectives on career mobility and the effects of outgroup membership on acceptance. Tests of these hypotheses, using data from the NLSY, provide no evidence that being in a nontraditional occupation increases the chances that a young woman will leave her current employer. The military sector shows a more complex relationship between occupational typicality and women's exit from the services. Cohort: Y.

1536 WAITE, LINDA J. and BERRYMAN, SUE E. "Women in Nontraditional Occupations: Comparisons of the Military and Civilian Sectors." Presented: the Meetings of the American Sociological Association, 1983.

Since the early 1970s, the United States military has dramatically increased its recruitment of women and, to ensure that their promotion possibilities would equal those of men, has adopted a policy of distributing women among all eligible occupations, including some formerly filled only by men. The military has had mixed success in integrating women into these nontraditional jobs. Many women prefer traditional work, in medical, clerical, or administrative specialties. Anecdotal evidence suggests that recruiters sometimes pressure them into nontraditional training slots. Among those women who accept traditionally male jobs, tensions often arise with male coworkers and supervisors, which may explain, in part, the higher attrition rate of women. Attrition studies, though few in number, show high attrition of women from blue-collar, nontraditional jobs in both the military and civilian sectors; nontraditional professional, managerial, and administrative jobs show lower attrition. Hypotheses relating to female attrition rates in nontraditional jobs are developed and tested separately in the civilian and military sectors, using data from the NLSY (1979-1981), which included a special supplement on youth in the military, among them 300 women. A polytomous logit specification is used, allowing women who began the period in nontraditional jobs to: (1) remain in the job or change to another nontraditional job; (2) change to a traditional job; or (3) leave the labor force. Polytomous logit permits assessment of the impact of the independent variables on the probability of making each of these transitions relative to making a reference transition. Cohort: Y.

1537 WAITE, LINDA J.; GOLDSCHEIDER, FRANCES K.; WITSBERGER, CHRISTINA. "Nonfamily Living and the Erosion of Traditional Family Orientations Among Young Adults." *American Sociological Review* 51,4 (August 1986): 541-554.

Young adults in recent cohorts have been leaving the parental home earlier and marrying later now than they did several decades ago, resulting in an increased period of independent living. This paper explores the consequences of time spent in non-family living, using data from the NLS of Young Men and Young Women. The authors expected that experience in living away from home prior to marriage will cause young adults to change their attitudes, values, plans, and expectations, and move them away from a traditional family orientation. They found strong support for this hypothesis for young women; those who lived independently became more likely to plan for employment, lowered their expected family size, became more accepting of employment of mothers, and more non-traditional on sex roles in the family than those who lived with their parents. Non-family living had much weaker effects on young men in the few tests that were performed for them. The paper also addresses the conditions under which living away increases individualism, and discusses the implications of these findings. Cohort: B G.

1538 WAITE, LINDA J.; LEIBOWITZ, ARLEEN; WITSBERGER, CHRISTINA. "What Parents Pay For: Quality of Child Care and Child Care Costs." Presented: New Orleans, Meetings of the Population Association of America, 1988.

Although most children whose mothers work receive some non-parental care, this "child care" varies greatly in its features, especially quality. Child development researchers and practitioners have explored in detail the features of child care that provide the best environment for children. However, we know virtually nothing about which parents select "high-quality" care for their children, or which arrangements most often have the features associated with the best outcomes for children. This paper explores these issues, using data from the NLSY. We find that on several dimensions, care in a home--the child's own, a nonrelative's or a relative's--provides features linked to quality care. Our results show, however, that parents do not pay more for any of the features of child care associated in the child development literatures with high quality. Finally, we find that those families with the greatest access to relatives obtain the highest "quality" care. The implications of these results are discussed. Cohort: Y.

1539 WAITE, LINDA J. and MOORE, KRISTIN A. "The Impact of an Early First Birth on Young Women's Educational Attainment." *Social Forces* 56 (March 1978):845-65.

Women who become mothers at an early age tend to accumulate fewer years of schooling than those who delay entry into motherhood. In this paper, the impact of age at first birth on the process of educational attainment of young women is examined using data from the NLS of Young Women for the period 1968 to 1972. The results of this analysis indicate that: (1) the younger the age at first birth, the fewer years of schooling completed, other things equal; (2) the effect of most determinants of educational attainment depends on age at first birth; and (3) the educational decrement caused by an early birth is about half as large for young black women as for their white counterparts. Cohort: G.

1540 WAITE, LINDA J. and SPITZE, GLENNA D. "Young Women's Transition to Marriage." *Demography* 18 (November 1981):681-94.

This paper examines determinants of timing of marriage for young women by modeling the transition from the single to the married state by age. The authors find that those characteristics of a young woman's parental family that reflect the availability of parental resources tend to decrease the chances of a marriage during the early teens. Chances of marrying appear to decrease with increases in the availability and attractiveness of alternatives to the wife role and in the costs of assuming it. Cohort: G.

1541 WAITE, LINDA J. and STOLZENBERG, ROSS M. "Intended Childbearing and Labor Force Participation of Young Women: Insights from Nonrecursive Models." *American Sociological Review* 41 (April 1976):235-52.

In this paper, we investigate young women's fertility expectations and plans for future labor force participation (i. e. plans for labor force participation when they are 35 years old). Our analyses are based on a large national sample of women in their mid twenties (n=3589 after deletion of cases with missing data). The authors found that the number of children a woman plans to bear has only a small effect on the probability that she plans to participate in the labor force when she is 35 years old. However, it was found that a woman's plans to participate in the labor force when she is 35 have a substantial effect on the total number of children she plans to bear in her lifetime. This relationship was found for presently married and for never-married women. That same relationship was found for married women when their husbands' income and their husbands' attitudes toward their labor force participation are included in the model. Methodological implications of these findings for other studies of women's fertility and labor force activity are discussed. Cohort: G.

1542 WAITE, LINDA J.; SUTER, LARRY E.; SHORTLIDGE, JR., RICHARD L. "Changes in Child Care Arrangements of Working Women from 1965 to 1971." *Social Science Quarterly* 58,2 (Sept 1977): 302-311.

An attempt is made to identify and describe secular changes from the late 1960s to early 1970s in patterns of child care utilization among employed mothers. The results of the 1965 survey of child care arrangements of working women, carried out by the Children's Bureau and the Women's Bureau, are compared with results obtained in the 1971 NLS of Mature Women. Factors which were expected to influence child care utilization include a decline in the availability of female private household workers, fewer friends and relatives at home to care for young children as female labor force participation rises, and large-scale federal funding of day care and early childhood education programs. A shift in location of care by nonrelatives from inside to outside the child's home occurred, probably caused, at least in part, by decreasing availability of private household workers. This change took place mostly among white children under six years old. A decrease in agricultural employment of women may have been responsible in large measure for a decline in the number of women who care for a child while working. A smaller proportion of children under six received care in the home of a relative in 1965 than in 1971, probably because the increased labor force activity of wives meant fewer female relatives were available for child care. Utilization of day care centers and family day care homes increased. This was especially pronounced among nonwhite children under six years old, perhaps reflecting the impact of federal programs such as Head Start. Cohort: W.

1543 WAITZMAN, NORMAN J. "The Occupational Determinants of Health: A Labor Market Segmentation Analysis." Ph.D. Dissertation, The American University, 1988.

The thesis contains two major theoretical strains, one critical, the other constructive. The critical strain concerns the theory of wage compensating differentials for differential workplace risk in the labor market. Under the theory, workers choose health outcomes by choosing from among the portfolio of jobs available to them. It is maintained, however, that the theory relies on a model of health risk--a "labor market risk" model--that is incomplete; it emphasizes isolable and external events that are purportedly confined within the labor market to the exclusion of structural determinants of health embedded in the occupational class structure. The constructive strain of the thesis forwards an alternative, "occupational determinants" model of health that focuses on structural determinants arising from labor market segmentation. Health risk is posited to increase the lower one is situated on the occupational hierarchy due to higher levels of competing physical hazards and higher levels of stress. The existence of structural determinants of health does not preclude the possibility that workers face options in the labor market over health outcomes. The issue lends itself to empirical analysis. The Cox proportional hazards model is applied to the mortality and morbidity experience of the NLS Older Men cohort studied from 1966 to 1981. In addition to risk measures associated with wage differentials in various studies, variables assessing class location and other control variables associated with health status are entered into the analysis. The variables assessing class location are found to be powerful determinants of health outcomes. Individual job risk measures, on the other hand, are often found to be wrong-signed and insignificant. The empirical results from the thesis discredit the notion that efficient labor market conditions assure worker choice over health outcomes. Health and safety regulatory policy should address, in addition to individuated risks, the regimentation and routinization of work --as well as other sources of occupational stress--that tend to characterize jobs at the lower end of the occupational structure. In addition, macroeconomic policy directed at full employment as well as labor law reform directed at strengthening labor unions, are implicated as important occupational health policies. [UMI ADG88-25086] Cohort: M.

1544 WALDRON, INGRID and HEROLD, JOAN. "Employment, Attitudes Toward Employment, and Women's Health." *Women & Health* 11 (1986): 79-86.

The relationships between self-reported general health, employment, and attitudes toward the employment of married women have been analyzed for a representative sample of married, middle-aged women in the United States. The cross-sectional data indicate that women who were in the labor force had better health than women who were out of the labor force. In addition, women whose labor force status was compatible with their attitudes toward employment tended to have better health than women for whom there was a discrepancy between labor force status and attitudes. Analyses of the longitudinal data indicate that several causal mechanisms contributed to the relationships observed in the cross-sectional data. For the women with favorable attitudes toward employment, it appears that being a housewife had more detrimental effects on health than being employed. In contrast, for the women with unfavorable or neutral attitudes toward employment, it appears that employment status did not affect health. Being employed may have contributed to more favorable attitudes toward employment for healthy women, who were more likely than unhealthy women to stay in the labor force. Thus, it appears that there are multiple causal relationships linking employment status, attitudes toward employment and women's health. Cohort: W.

1545 WALDRON, INGRID; HEROLD, JOAN; DUNN, DENNIS. "How Valid are Self-Report Measures for Evaluating Relationships Between Women's Health and Labor Force Participation?" *Women & Health* 7 (Summer 1982):53-66.

For a sample of white women aged 45-64, women who were out of the labor force had poorer self-reported health and higher mortality than women who were in the labor force. It has been hypothesized that women who are out of the labor force may tend to exaggerate their poor health in self-report data. However, no evidence of bias of this type was found in an analysis of the relationships between self-reported health and subsequent mortality. The validity of self-reports of illness as a reason for not seeking work has been assessed using data for a sample of 30-44 year old women who were out of the labor force. Over 90% of the women who gave illness or disability as their main reason for not seeking work had previous or contemporaneous independent, self-report evidence of poor health. The findings of this study and previous evidence indicate that poor health reduces the likelihood that a woman will join the labor force, and this is a major reason why women who are not in the labor force have poorer health than those who are in the labor force. Cohort: W.

1546 WALDRON, INGRID; HEROLD, JOAN; DUNN, DENNIS; STAUM, ROGER. "Reciprocal Effects of Health and Labor Force Participation Among Women: Evidence from Two Longitudinal Studies." *Journal of Occupational Medicine* 24 (February 1982):126-32.

This study examines the effects of health on labor force participation and the effects of labor force participation on women's health. The results indicate that there are significant relationships between self-reported health and subsequent changes in labor force participation; however, no significant relationships were observed between labor force participation and subsequent self-reported change in health. The evidence shows that health affects women's labor force participation; however, no evidence was found that, on the average, labor force participation has harmful or beneficial effects on the general health of middle-aged married women. Cohort: W.

1547 WALDRON, INGRID and JACOBS, JERRY A. "Effects of Labor Force Participation on Women's Health - New Evidence from a Longitudinal Study." *Journal of Occupational Medicine* 30,12 (December 1988): 977-983.

The effects of labor force participation on women's health are evaluated in analyses of data from the NLS of Mature Women. The results indicate that labor force participation had beneficial effects on health for unmarried women and for married black women with blue collar usual occupations. In contrast, labor force participation appears to have had harmful effects on health for married women with white collar usual occupations. Our findings, taken together with previous evidence, suggest that employment contributes to increased social support and consequently employment has beneficial effects on health for unmarried women and for married women whose husbands are not emotionally supportive confidants. Additional results from this study showed no significant difference in the health effects of part-time and full-time employment. Cohort: W.

1548 WALDRON, INGRID and JACOBS, JERRY A. "Effects of Multiple Roles on Women's Health- Evidence from a National Longitudinal Study." *Women & Health* (Forthcoming).

This study analyzes data from the NLS of Mature Women in order to assess the health effects of three roles -- labor force participant, spouse, and parent. Women who held more roles had better health trends. The effect of each specific role varied, depending on race and the other roles a woman held. For example, it appears that labor force participation had beneficial effects on health for white women who were not married and for black women with children at home, but not for other women. The findings do not support the hypothesis that involvement in multiple roles contributes to role strain and consequent harmful effects on women's health. Rather, it appears that involvement in multiple roles generally contributed to better health, due to the beneficial effects of labor force participation and marriage for some women. Cohort: W.

1549 WALLACE, T. DUDLEY; IHNEN, LOREN A.; PALMER, STEVEN K. "An Empirical Investigation of the Determinants of the Expenditures and Time Spent on Formal Schooling: A Test of a Life Cycle Model of Human Capital." Final Report, U.S. Department of Health, Education, & Welfare, National Institute of Education, 1975.

This project explores a life cycle model for implications about economic variables influencing choice of length of full-time schooling and applies the resulting model to the NLS data. A Ben Porath type model was solved for the reduced form relating length of full-time schooling to the exogenous variables (model parameters). In addition, directional effects of these variables on length of full-time schooling were derived. The results confirm the implication of the theoretical model that schooling choice is subject to economic explanation. Cohort: B.

1550 WANNER, RICHARD A. and LEWIS, L. S. "Economic Segmentation and the Course of the Occupational Career." *Work and Occupations* 10,3 (August 1983): 307-324.

The segmented labor market is studied to determine the difference of career paths of workers. Core industries are structured to maintain continuous production and skills acquisition. They have firm internal labor markets, unlike peripheral firms, which have low profit margins and high turnover. Using data from the NLS Older Men cohort, it is determined that the resources that have the greatest impact on the degree of status change in career development are the education and training variables. Core industries are found to be more upwardly mobile in the case of white or minority workers studied. Cohort: M.

1551 WANNER, RICHARD A. and MCDONALD, LYNN. "Ageism in the Labor Market: Estimating Earnings Discrimination Against Older Workers." *Journal of Gerontology* 38,6 (1983): 738-744.

In this paper, the authors attempt to determine the degree to which older persons who are employed full-time experience a decline in earnings not related to a decline in productivity. Such a decline in earnings is labelled discrimination. Using panel data for a cohort of men age 45-54 in 1966, trends in earnings between 1966 and 1976 are examined. The effects of labor force experience on earnings controlling for factors related to productivity, such as health, time on the job, and specific occupational training, as well as other factors known to influence earnings levels are analyzed. Comparing earnings attainment models estimated at both time periods, it was found that the effect of experience on earnings is negligible in 1966 but substantial and negative in 1976. Furthermore, by far the largest component in the real earnings decline experienced by these men between 1966 and 1976 is associated with the increase in age-related experience. Cohort: M.

1552 WAYNO, FRANK JOHN, JR. "The Retirement Decision Process: A Multinomial Logit Analysis of the Expected Retirement Decisions of Middle-Aged Male Workers." Ph.D. Dissertation, Princeton University, 1983.

This study examines the process by which an employed male, nearing the point in his work career where retirement becomes a possibility, selects an intended retirement mode from among the several possibilities available to him. Utilizing data from the NLS and employing multinomial logit analytical procedures, the study identifies the factors which influence the selection of retirement modes (early retirement and never retiring) different from the traditional one of retirement at age 65. The research design: (1) operationalizes the decision to retire as a choice among multiple options; (2) incorporates mandatory retirement as a specifying variable in the retirement decision model; (3) utilizes a multivariate framework for analysis which includes six broad categories of factors reputed to be influential in the retirement decision (information about retirement; personality characteristics: social psychological factors; economic and non-economic rewards of employment; expected financial needs and resources in retirement; physical and mental ability for work); and (4) utilizes a longitudinal time frame in the analysis of the retirement decision process. The major findings of the study indicate that: (1) The six categories of factors do not each play a role in every retirement decision. The expectation of early retirement grows out of a decision process dominated by social psychological and informational factors, with age and changes in family income and assets playing a minor role, while the decision process associated with the expectation of never retiring contains several factors from the employment rewards and retirement needs and resources categories, as well as the social psychological factors of importance to the early retirement choice. (2) Workers subject to mandatory retirement regulations are more prone to expect to retire early, and tend to consider a wider range of factors in their early retirement decision, than workers not so subject. A normative explanation for the findings is developed using anthropologist Richard Hall's "levels of culture" framework. Cohort: M.

1553 WAZIENSKI, ROBERT J. "Structural and Individual Determinants of Commitment to Work." Ph.D. Dissertation, University of Kansas, 1987.

The purpose of this research is to clarify the concept of commitment, assess some of the determinants of commitment to work, and isolate and discuss gender differences in commitment to work. The study utilized data from 6,396 individuals in the Young Men and Young Women cohorts of the NLS. Discriminant analysis was used to assess a model including occupational status, industrial sector, gender, race, education, marital status, job tenure, job content, job context, job satisfaction, and locus of control as determinants of commitment to work. It was hypothesized that the structural factors of occupational status and industrial sector are more important determinants of commitment to work than the individual factors including personal characteristics, perceptions of job characteristics, and attitudinal characteristics for both genders. Results from the analyses fail to support this hypothesis. Overall, the individual determinants of perceptions of job content and job satisfaction are the most consistent and significant determinants of commitment to work. Structural variables are significant determinants only for men. For women, personal factors such as education and marital status are significant. These findings are interpreted and discussed in terms of the different sources of power and control for men and women. Cohort: B G.

1554 WEGNER, T. G. and REE, M. J. "The 1980 Youth Population: Correcting the Speeded Subtest." Unpublished manuscript, Manpower and Personnel Division, U.S. Air Force Human Resources Laboratory, Brooks AFB, TX, N.D.

In the effort to change the reference base of the Armed Services Vocational Aptitude Battery (ASVAB) to a sample representative of American youth in 1980, anomalies noted in the speeded subtest performance of the new sample indicated it might be an inappropriate reference. Discrepancies were traced to a nonoperational answer sheet used for data collection of the 1980 NLSY sample. The present study was conducted to correct the problem by equating the speeded subtest scores of the youth sample to operational test scores. Data were collected on the speeded subtest from about 9,500 service applications at Military Entrance Processing Stations; half used operational answer sheets as were employed in the youth sample. Results indicated that the adjustments for the answer sheets resolved the anomalies, and that the 1980 NLSY sample could be appropriately used with these adjustments. Cohort: Y.

1555 WIELGOSZ, JOHN B. and CARPENTER, SUSAN A. "The Effectiveness of Alternative Methods of Searching for Jobs and Finding Them: An Exploratory Analysis of the Data Bearing Upon Coping with Joblessness." *American Journal of Economics and Sociology* 46,2 (April 1987): 151-164.

Although job search has an impact on both the extent and the duration of unemployment, little is known about the relative effectiveness of alternative job search methods. Using data derived mainly from the 1982 NLSY, job search methods are examined to determine their effect on search duration and job satisfaction. Job search methods do seem to differ significantly in influencing job search duration. In all cases, significantly shorter job search durations were associated with the use of informal channels. Some have held that informal job search channels convey a particular type of qualitative information that produces a better job choice. The data, however, did not support the widely held view that informal job search methods had a positive effect on job satisfaction. The occupation and industry variables appear to be the main variables influencing job satisfaction. [ABI/INFORM] Cohort: Y.

1556 WIELGOSZ, JOHN B. and CARPENTER, SUSAN A. "The Effectiveness of Job Search and Job Finding Methods of Young Americans." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

This study examines whether particular methods of job search exert a significant influence on the duration of job search and the level of job satisfaction of young Americans. It is well established that informal methods of job search are very important in the job search process. The reasons for this importance, however, are not at all clear. Previous studies that have examined the effectiveness of job search methods have been rather limited. They have tended to use rather narrow definitions of effectiveness and have not adequately controlled for the variety of personal and labor market characteristics that might impinge on method effectiveness. This study attempts to overcome many of these problems. The authors conclude that search methods do indeed significantly influence the duration of job search, with the informal methods performing significantly better than the state employment service. However, no evidence was found to support the often-espoused view that informal methods convey a particular type of intensive and qualitative information which makes for greater job satisfaction. Cohort: Y.

1557 WILLIAMS, DONALD R. "Non-pecuniary Rewards and the Labor Force Participation of Black and White Youth." Mimeo, Department of Economics, Kent State University, 1987.

Previous work regarding the labor force participation of black and white youth has ignored the fact that they may face jobs with different non-pecuniary characteristics. In this paper, the author extends the standard "second-generation" model of labor force participation to include non-pecuniary rewards, and estimates the effects such rewards have on the probability of participation for a sample of black and white males from the NLSY. The results suggest that job characteristics have a significant impact on participation, and that racial differences in job characteristics explain up to 25 percent of the black-white participation rate differential. Cohort: Y.

1558 WILSON, ALISA. "Women's Interindustry and Occupational Mobility Using a Multidimensional Model of Economic Segmentations." Ph.D. Dissertation, University of Southern California, N.D.

This study of women's movement between empirically defined segments of the economy assesses whether intersectoral mobility occurs and whether selected industry characteristics prohibit such movement. Interest in these questions stems from the belief that industries, as structural institutions, exert a unique influence on the mobility process. The first part of the study seeks to determine whether economic segmentation is more realistically portrayed by a bifurcated model of the economy, as suggested by dual economy theory, or by an empirically defined model of economic segmentation which allocates industries to sectors on the basis of ten concept groups: concentration, size, capital intensity or labor intensity, foreign involvement, government intervention, profit, autonomy, productivity, unionization, and growth. A review of existing theoretical and empirical data indicates that a bifurcated model of the economy does not adequately reflect the complex dimensions of our current industrial structure. The dual economy typology is rejected in favor of a multidimensional typology of economic segmentation which includes 16 industrial sectors: oligopoly, core, wholesale, periphery, small shop, core utilities and finance, periphery utilities, core transport, periphery transport, local monopoly, education and nonprofit, agriculture, brokers, real estate, ordnance, and tobacco. Major findings are: (1) intersectoral mobility occurs, albeit with decreasing frequency as women age. Nearly three quarters of older women are sectorally immobile. (2) black women and white women exhibit quite different mobility patterns for the two time periods in question. During the early years (1967 to 1973), black women are more mobile than white women, whereas during the later years (1972 to 1978), white women are more mobile than black women. (3) industrial sectors retain women between time 1 and time 2 on a basis much greater than that expected to occur by chance. This finding confirms the independent effect that industrial groupings exert on labor market mobility. Cohort: G W.

1559 WILSON, R. MARK. "An Analysis of Initial Occupational and Educational Choices of Black and White Men and Women." *Review of Business and Economic Research* 15,2 (Winter 1979-80): 28-45.

This study examines the determining factors of the initial occupational and educational choices of young white and black females and males. A logit estimation technique is used due to the qualitative nature of the dependent occupation variables; this technique has been demonstrated to be consistent with models of choice behavior based on individual utility maximization. The empirical framework rests on the theory that an occupational choice is the result of utility maximization. The data utilized was the NLS of Young Men and Women. Results confirm that the set of independent variables, representing socioeconomic background characteristics, is significant in the determination of those choices; a father's education is particularly important in the choice between base categories, especially for whites. The basic idea of interdependence between educational and occupational choice is supported. This interdependence should be taken into account in studies of discrimination. Cohort: B G.

1560 WINDLE, MICHAEL. "Substance Use and Abuse Among Adolescent Runaways: A Four-Year Follow-up Study." *Journal of Youth and Adolescence* (Forthcoming).

Using data from the NLSY, runaway status in early adolescence (ages 14-15) was associated with subsequent (four-years later) substance abuse, alcohol problems, and school dropout status. Three runaway categories were formed--never runaway, runaway once, and runaway two-or-more times. Overall, the repeat runaways reported engaging in higher levels of substance use and abuse than never and once runaways. However, some degree of gender specificity in the relationships for repeat runaways and substance abuse were found. Female repeat runaways were particularly susceptible to abusing illicit drugs (and not alcohol), whereas male repeat runaways manifested a more generalized susceptibility to abusing alcohol, cigarettes, marijuana, and other illicit drugs. Whereas substance use and abuse was linearly associated with runaway status, both the one-time and repeat runaways manifested equivalent proportions of school dropouts, and at levels far exceeding never runaways. Results are discussed with regard to the heterogeneous developmental pathways leading toward and away from adolescent runaways. Cohort: Y.

1561 WINDLE, MICHAEL and BLANE, HOWARD T. "Cognitive Ability and Drinking Behavior in a National Sample of Young Adults." *Alcoholism: Clinical and Experimental Research* 13,1 (January/February 1989): 43-48.

This research explored the relationship of verbal intelligence to alcohol-related problems using data from the NLSY. It was found that while lower verbal intelligence was associated with a lower risk of drinking, it was also associated, amongst those who drink, with a higher risk for alcohol-related problems. Cohort: Y.

1562 WINHOLTZ, GERALD M. "Some Economic Determinants and Consequences of Marital Disruption." Ph.D. Dissertation, University of Colorado at Boulder, 1981.

This thesis represents an effort to formulate and test a theory which might account for the sharp rise in marital dissolution in recent decades. It was hypothesized that the increasing economic independence of women constitutes a critical factor in the upsurge in marital dissolution: with greater economic independence, marital dissolution becomes a less costly, more viable alternative for women. A number of variables relevant to the increasing availability of employment for women [are] level of women's earnings, number of children, presence of a young child, and availability and level of public assistance payments. The NLS data set (Young Women and Mature Women cohorts) was utilized to attempt to test our theory. From this data set, 4,798 cases were selected consisting of women who, at the time of the initial interview, were currently married, married for the first time, no longer enrolled full-time in school, and living with their husband in a separate household. (This included 1,312 women ages 14 to 24 and 3,486 women ages 30 to 44). The marital status of these women two years hence was determined from a second interview. Using the NLS data set, it was possible to examine the influence of each of the variables of interest except public assistance payments. A set of control variables was also utilized, including age, age at marriage, duration of marriage, urban residence, husband's income instability, and level of husband's earnings. The dependent variable, marital dissolution, was defined to include both divorce and separation. Availability of employment for women (represented by an index of market demand for female labor) exhibited the expected influence -significantly increasing the probability of marital dissolution. The influence of wife's earnings potential on marital dissolution, though positive as expected, was not statistically significant. Contrary to expectations, however, the number of dependent children and presence of a young child were found to increase significantly the probability of marital dissolution. In sum, our hypothesis regarding the centrality of wife's economic independence as a determinant of marital dissolution was only partially upheld. To the extent that the economic independence of women may have been a significant factor in rising divorce rates in recent decades, these findings suggest that it is the increasing availability of jobs for women, rather than the level of pay or reduced childrearing responsibilities, which is the key factor. Husband's income instability was also found to increase significantly the probability of marital dissolution. Consistent with some previous findings, level of husband's earnings did not significantly affect marital dissolution when income instability was held constant. Age was found to reduce significantly the probability of marital dissolution as expected; and while duration of marriage showed a significant negative correlation with marital dissolution, its influence became insignificant when age was held constant. Urban residence exhibited a positive influence on marital dissolution, part of that influence being mediated by the positive influence of urbanization on market demand for female labor. As one might expect, marital dissolution had a significant detrimental effect on the woman's economic wellbeing (indicated by an income/needs ratio which takes into consideration family size as well as income). Those respondents who experienced marital dissolution had lower than average family income prior to dissolution, and dropped substantially further subsequent to dissolution. Somewhat surprisingly, older women whose marriages dissolved experienced less absolute decline in economic wellbeing and remained better off than younger women. Those women whose husbands had more unstable income incurred a lesser absolute decline in economic wellbeing. However the most important determinant of economic wellbeing among those women whose marriage dissolved was their potential earnings. [UMI ADG81-22348] Cohort: G W.

1563 WITYAK, NANCY LYNN. "Occupational Attainment Resources and the Life Cycle Patterns of Young Women." Ph.D. Dissertation, The George Washington University, 1982.

This study is directed toward two primary objectives: the identification of ordering patterns characterizing the female transition to adulthood, and the development of models to explain the female occupational attainment process. The transition to adulthood is argued to reflect social expectations in the form of normative patterns for ordering three key life cycle events: completion of full-time education, marriage, and entry into the labor force. Six possible female ordering patterns are hypothesized including a Female Normative pattern and a Male Normative pattern. Young women complete the transition to adulthood according to the Female Normative pattern when they first complete their education, then marry, and last enter the labor force. The Male Normative pattern occurs when young women reverse the order of marriage and entry into the labor force. Using data from the NLS Young Women's cohort (ages 14-24 in 1968), it is demonstrated that the Female Normative pattern most frequently characterizes young women's ordering of transition events, while the Male Normative pattern is the second most frequently evidenced method of ordering events in the transition to adulthood. After establishing the temporal sequence of events, the theoretical possibility that different ordering patterns produce variation in the process of occupational attainment is examined. The findings demonstrate the continuing importance of early attainments as bases for later occupational attainments in both the Female and Male Normative models. The marital family has a greater impact on later occupational attainments in the Female Normative model, and the effects operate primarily through husband's socioeconomic status, the absence of children in the marital family, and post-marital education. Male Normative orderers do obtain significant advantages from husband's socioeconomic status as well. In both models, age at first marriage is found to have a negative effect on occupational attainment in 1977. The results of the study demonstrate the usefulness of employing a life cycle perspective to elaborate the variable order of events prior to the development and testing of occupational attainment models for women. Cohort: G.

1564 WOLFBEIN, SEYMOUR L. "Men in the Pre-Retirement Years. Papers on the Occasion of a Conference on National Longitudinal Surveys of Men 45-64 Years of Age." Philadelphia: Temple University School of Business Administration, 1977.

The report contains addresses by Eli Ginzberg and David Affeldt, and five papers presented at the conference: Health Limitations and Labor Market Experience during the Pre-Retirement Years, by Paul J. Andrisani; Middle Age Mobility: Its Determinants and Consequences, by Ann P. Bartel and George J. Borjas; Determinants of Poverty Status and Poverty Level Wages: A Reconsideration of Human Capital Theory, by Susan J. Miller; Factors Associated with Early Withdrawal from the Labor Force, by Harold L. Sheppard; The Effectiveness of Training Programs in Raising Earnings, by Robert E. Hall. Cohort: M.

1565 WOLFE, BARBARA L. "Childbearing and/or Labor Force Participation: The Education Connection." *Research in Population Economics*, Volume 2, 1980.

The effect of more education for women on their fertility behavior is examined using data from the National Bureau of Economic Research - Thorndike-Hagen sample (NBER-TH) and a comparable group from the NLS. The NBER-TH data are longitudinal 25-year histories of 5,083 white males and their families. The effect of education on family size is analyzed through several distinct factors: contraceptive efficiency, age at marriage, tastes toward children and desired standard of living, opportunity cost, and efficiency in raising children. Investigation shows that a combination of the taste and efficiency factors has a positive, though nonlinear, relation to fertility. Opportunity cost has the expected negative relationship to family size. Since the opportunity cost factor has dominated other results, this raises questions concerning the true impact of increased women's wages on fertility. Cohort: M.

1566 WOLFE, BARBARA L. "Interrelations of Fertility and Women's Labor Force Participation, with Particular Emphasis on the Effects of Education." Presented: Seattle, Population Association of America Meeting, 1975.

This study investigates the effect of more education for women on their fertility behavior. The opportunity cost effect (wage rates) has a negative relationship to family size; however, a positive, though nonlinear, relationship exists between fertility and a combination of taste and efficiency factors; however, the cost factor has a negative relationship to family size. Cohort: M.

1567 WOLFE, JERRI L. "Employment Experience and Job Satisfaction of New Mothers." Ph.D. Dissertation, Oregon State University, 1987.

In spite of the high family demands associated with having an infant, an increasing number of women are choosing to retain close ties to the labor force during this period. This study explored the employment adjustments and job satisfaction of a group of women who became mothers for the first time. The data for this study were taken from the NLSY. Thirty-one married women who had their first child between the 1981 and 1982 interviews and were employed during both the 1980 and 1982 interviews were the focus of analysis. A pre-post design was utilized to identify changes in employment characteristics and job satisfaction following childbirth. Two additional groups of women, childless women (n = 171) and women with at least two children (n = 62) were included in the analysis for comparison purposes. Strategies for managing the new responsibilities of parenthood included decreasing hours worked on the job and changing the shift worked. Few other changes were observed in the comparison of pre-pregnancy job characteristics with postchildbirth job characteristics. No change in job satisfaction was found. This stability may be due to the fact that 65 percent of new mothers were attached to one employer during this two year period. Additional analysis revealed that 91 percent of new mothers had only one employer during the year they gave birth. Thus, it appears from these data that the ability to return to the same employer following childbirth may be pivotal in women's decision to return quickly to the labor force. Correlation and stepwise regression analysis were utilized to identify factors related to 1982 level of job satisfaction and 1980-1982 changes in job satisfaction. In general, both static job satisfaction and change in job satisfaction were more strongly related to job characteristics than personal and family characteristics. Stepwise regression analysis provided a six-variable model, accounting for 44 percent of the variance in the static measure of job satisfaction and a ten-variable model, accounting for 37 percent of the variance in change in job satisfaction. [UMI ADG87-17052] Cohort: Y.

1568 WOLPIN, KENNETH I. "Estimating a Structural Search Model: The Transition from School to Work." *Econometrica* 55,4 (July 1987): 801-818.

This paper presents a job search model that is econometrically implemented using all the restrictions that are implied by job search theory, and it provides a statistical test of those restrictions. The usefulness of this approach is that it provides a check on the internal consistency of the model as revealed by the data; i.e., one can verify the extent to which the internal logic of the theory misrepresents the data. The most interesting experiment is related to the impact of a change in the offer probability schedule on reservation wages and working probabilities. On the whole, working probabilities are not very sensitive to changes in offer probabilities, given the other parameter estimates. It would therefore be misleading to conclude that it is the rarity of offers that causes long durations of unemployment because an increase in offer probabilities alone will not reduce the duration. There exist combinations of parameters which would lead to greater sensitivity of working probabilities to offer probabilities, but evidently those combinations do not fit the data as well as the parameters estimated here. Cohort: Y.

1569 WOLPIN, KENNETH I. "Search, Layoff, Quits, and Endogeneous Wage Growth." (In-progress Research).

The purpose of this paper is to study empirically the early employment patterns of recent male high school graduates in the context of an explicit lifetime optimization model. As an essential ingredient of the analysis a detailed longitudinal description of the employment characteristics of this group, distinguished by race, is provided using unique data from the NLSY. The descriptive information gives a more recent picture of the transition from school to work in the first five years since permanently leaving school than is elsewhere available (e.g., Topel and Ward, 1988) and provides a set of statistics which the model must attempt to fit. The estimates of the structural model can be used to address a number of important labor market issues. The power of the structural approach is that it systematically and consistently integrates a number of behaviors which have previously been studied separately. The questions that can be addressed encompass a number of related literatures including: What are the effects of unemployment compensation parameters on the length of covered unemployment spells? In addition, is the length of uncovered unemployment spells as well as employment spells affected by changes in unemployment compensation parameters? What is the effect of job tenure or employer-specific experience on wages? What is the effect of job tenure or employer-specific experience on wages? What is the effect of general work experience on wages? Is the probability of receiving job offers while unemployed greater or smaller than while employed? Do these offer probabilities vary with work histories? Is the appropriate interpretation of a layoff as a binding constraint or as a new offer from the firm that the worker rejects? What accounts for black-white differences in employment patterns? Cohort: Y.

1570 WOLPIN, KENNETH I. and GONUL, FUSUN. "On the Use of Expectations Data in Micro Surveys: The Case of Retirement." Columbus, OH: Center for Human Resource Research, The Ohio State University, 1985.

Most large-scale data sets, cross-sectional and longitudinal, contain questions concerned with expectations about future life events, among them future labor force behavior, fertility, schooling, and occupation. The aim of this paper is to ascertain whether data on retirement expectations are consistent with data on actual labor supply in the sense that both are derived from the same optimizing model. The researchers develop a methodology for this purpose and implement it using data from the NLS of Older Men. They find that reported expected retirement ages are actually more accurate than expected retirement ages predicted by the labor supply model, although the correlation between them is significant. This is consistent with the idea that expectations data provide valuable information about labor supply behavior which can be exploited to improve estimates of labor supply models. Cohort: M.

1571 WON, CHANGHEE. "Unionism and Turnover: Exit-Voice Tradeoff, Firm Size, and Spillover Effects." Ph.D. Dissertation, The Ohio State University, 1988.

It has been shown in the literature that unionism has a deterrent effect on turnover. The deterrent effect of unionism on turnover is primarily explained by union wage premium and voice mechanism. The exit-voice tradeoff hypothesis was established from the tradeoff between voice and exit. The existing test of the exit-voice tradeoff proposed by Freeman is to show a negative coefficient on the union membership variable when wages are controlled in quit regressions. Whether such a test is valid is in fact questionable. If the union effect is to be regarded as the composite effect that captures all but the union wage effect, and if the composite effect contains other effects as well as the voice effect, then union membership is not merely a proxy for union voice. Based on this criticism, the author proposes another test of the exit-voice tradeoff and incorporates an explicit instrument for union voice, that is, the percentage of union contracts covered by grievance provisions. To identify the more precise effects of union voice, some omitted variables such as firm size, fringe benefits, and tenure are also included which are correlated with unionism. A number of studies have reported that unionism has an important spillover effect on nonunion firms. This paper proposes that large nonunion employers faced with the threat of unionization may remain nonunion by mimicking unions on grievance provisions but not on seniority rules. To test the exit-voice tradeoff, a turnover model is used in which a worker quits his current job if the total compensation of the best alternative job exceeds the total compensation of his current job plus the cost of changing jobs. The results from the NLSY, Young Men, and Old Men demonstrate that the exit-voice tradeoff is seen among younger union workers but not among older members. The data also support the argument that large unorganized firms mimic union grievance procedures to deter unionization. Seniority rules are important among older union workers while they are not adopted by large unorganized firms as an optimal strategy. [UMI ADG88-24645] Cohort: B M Y.

1572 WONG, ODALIA HO. "A Survival Analysis of First Marriage Postponement." Ph.D. Dissertation, The University of Chicago, 1987.

This dissertation analyzes the determinants of the age at first marriage of young women. The empirical analysis is performed on a sample of white women born between the late 1940s and the mid-1950s which is taken from the NLS of Young Women. The proportional hazards model, which is ideal for analyzing panel data, is used in our analysis. The relationships between the age at first marriage and the women's personal characteristics such as educational attainment, school enrollment, employment, income, future plan at age 35 and SMSA residence are examined. In addition, the relationships between the age at first marriage and the women's family background characteristics such as parental education level, father's occupational level, mother's employment and living arrangement at age 14 are also examined. Our analysis shows that late marriers are generally more highly educated, employed, have higher income, and plan to work later in life. This lends support to our hypothesis that young women are taking the opportunities to achieve in the economic world more seriously by placing more emphasis and spending more time on the pursuits of a better education and a working career. The finding that higher education and employment only reduce the likelihood of marriage for women under age 20 but not for women over age 24 is an important one. It indicates that the pursuits of higher education and/or a career is incompatible only with early marriage, but not with a young woman's plans to eventually have her own family. In other words, the recent increase in the median age at first marriage of the bride should not be taken as a sign that young women are foregoing marriage. Rather, it is an indication that young women are postponing marriage until education is completed, employment is secured and savings accumulated. [UMI ADG05-61995] Cohort: G.

1573 WOOD, ERICA BROWN. "The Impact of Household Structure on the Economic Status of Employed Women: A Cohort and Racial Comparison." Ph.D. Dissertation, Syracuse University, 1983.

This dissertation examines the impact of household type on the economic status of employed women. One of the major assumptions of the research is that the two are interrelated to such an extent that a comprehensive assessment of economic status cannot be made without simultaneously controlling for the effects of household composition. Another important assumption is that patterns in household composition differ by race and that, in turn, causes both intra- and inter-racial economic disparities. The data for this study come from the NLS of Mature and Young Women for the years 1967, 1968, 1977 and 1978. All aspects of the data analysis are controlled for household type (married husband present and head of household); race (black and white women); and cohort (mature and young). The descriptive data examine the structure of respondents' changing household composition, current employment status and labor force history as well as components of respondent total family income. The inferential analysis focuses on a human capital model of labor force earnings. The independent variables are education, Duncan occupational prestige code, labor force history, age of youngest child and other family income. The main finding with respect to the model is that both black and white married women in each cohort tend to capture higher returns on their human capital investments with respect to earnings than do black heads of household. The model and the descriptive data indicate signs of economic distress with respect to the increasing population of black heads of household: a drop in labor force participation over the decade studied, low levels of human capital attainment, and low levels of income other than earnings. Simultaneously, black heads of household tend to have nearly as many children as do married (husband present) women but only one-half the total family income of married women with which to support their families. Results of the model provided substantially lower R('2)s for white than for black women, suggesting a need to reevaluate the rapidly changing economic and familial roles of white women with data and research. Cohort: G W.

1574 WOODROW, KAREN ANN. "Fertility and Marital Dissolution among Young American Women." Ph.D. Dissertation, University of Illinois at Urbana-Champaign, 1984.

The focus of this research is on the impact of childbearing upon the likelihood of marital dissolution during the first ten years of marriage. The birth of the first child causes numerous shifts in spousal roles, the household division of labor, time for leisure activities, and economic demands. Children also constitute a unique type of marital-specific capital, capital of greater value in the marriage than if the marriage were to dissolve. This research has two major directions: first, to discern the relationship between marital dissolution and the tempo of marital childbearing, the pace at which women experience the first, second and third marital births; and, second, to discern whether women's involvement in non-familial activities influences marital dissolution. The sample utilizes event-history data on first marriages for ever-married women from the NLS of Young Women, 1968-1978. A methodology particularly appropriate with longitudinal, event-history data is discrete-time proportional hazards modeling of the hazard of divorce. The independent variables are the woman's characteristics at the beginning of each marital year, including not only her characteristics at the time of entry into first marriage, but also, more importantly, the time-variant characteristics related to childbearing and non-familial roles. The dependent variable is simply the probability that a divorce occurs prior to the end of each marital year. The findings confirm that the occurrence of the first and second marital births decreases the hazard of divorce for black and white women during the first ten years of their first marriages. Rapid family formation, i.e., occurrence of first, second, and third marital births during the first six years of marriage, is associated with an increased hazard of divorce. Young women's involvement in the labor force increases the hazard of divorce. The timing and occurrence of the first marital birth is important in decreasing the likelihood of divorce during the early years of marriage, especially for women who entered into marriage at young ages. Future research should address the causal linkages between the presence of children and women's involvement in labor force activities. Cohort: G.

1575 WOODS, ELINOR M. and HANEY, WALT. "Does Vocational Education Make a Difference? A Review of Previous Research and Reanalysis of National Longitudinal Data Sets." National Institute of Education. Cambridge: The Huron Institute, 1981.

This study was designed to determine whether vocational education appears to make a difference in terms of a variety of outcomes, including subsequent employment and advanced education and training. The report contains a review of previous national and non-national research concerning the effects of vocational education and a reanalysis of three national longitudinal data sets. A description of the characteristics of secondary vocational students and graduates (such as background, coursework taken, and test score differences) is provided. Then an assessment is made of gainful employment outcomes associated with participation in secondary education programs. Postsecondary programs are also examined. The results of the research, as regards the title question, is a qualified yes. The report ends with an overall summary and a series of conclusions addressing the question in detail. Cohort: B.

1576 WU, HUOYING. "Two Essays in the Human Capital Theory." Ph.D. Dissertation, The Ohio State University, 1989.

This dissertation resents two essays on human capital theory. The first essay, "Human Capital and the Wage Generating Process," provides a review of the literature on the earnings generating theories of the optimal human capital accumulation models. A modified Ben-Porath model is used to explain the life-cycle wage generating process by incorporating uncertainty and the value of leisure. An econometric method for estimating this continuous-time optimal control problem is also developed. In addition, time-dependent wage offer distributions are derived. The data, estimation procedures, empirical results, and tests of hypotheses are included. The second essay, "Temporary Layoffs, Permanent Layoffs, and the Shared Investment of Specific Human Capital," analyzes the effects of firm-specific human capital and sharing ratio on permanent and temporary separations. Cohort: Y.

1577 WU, LAWRENCE L. "Robust M-Estimation of Location and Regression." In: *Sociological Methodology* 1985, Nancy B. Tuma, ed., San Francisco, CA: Jossey-Bass, 1985.

This chapter discusses one class of robust estimators, the M-estimators, which are designed to perform well even when the observed data deviate from the common assumption of a Gaussian (or normal) distribution. An advantage of M-estimators is that they permit the estimation of both central tendency in univariate problems and regression coefficients in multivariate problems. Several empirical examples are given, including an analysis of data taken from the 1979 NLSY on hourly wages of a sample of 19-year-old white males. Differences between OLS and M-estimates of regression coefficients appear due to one extreme outlier and several other cases with low reported wages. Cohort: Y.

1578 YANG, HAE-SUNG. "Union-Nonunion Wage Differential: A Human Capital Approach." Ph.D. Dissertation, Tulane University, 1982.

The objective of this study is to empirically examine union-nonunion wage differential in the context of human capital theory. As a starting point, previous theoretical and empirical studies explaining the union-nonunion wage differential are surveyed. Most recent empirical studies surveyed since Lewis' work (1963) have shown that there exists a quite large wage differential of about 15 to 30 percent. In examining the underlying causes which bring it about, most conventional studies stand on the view of the wage differential as monopoly rent. This approach, however, does not explain several aspects of real phenomena. Recently, several theories which interpret the wage differential from different points of view have been developed. This study attempts to analyze the role of unions in the creation of wage differentials via their effect on investment in specific human capital. From the theoretical argument one testable hypothesis follows: the worker-financed stock of specific human capital would be increased under unionism, and thereby some portion of the allegedly higher wage of union workers would be explained by the return to increased union worker-owned specific human capital. The other implication of the theoretical analysis for an empirical testing is that the stock of specific human capital in a particular industry might be proxied by the rehire rate of the industry. The basic wage equation to be employed for the empirical test is the expanded human capital model in which the specific human capital variable and other control variables are included. The empirical content of the hypothesis is tested by the introduction of the interaction term between union dummy variable and rehire rate. The primary data for the study were taken from the NLS of Young Men. Cross-sectional results show that one-third or one-quarter of union wage premium might be credited to the specific human capital possessed by union members. Additionally, the empirical estimates from the wage change equation, which are utilized to take fuller advantage of the longitudinal nature of the data, provide some indirect evidence for the support of the hypothesis. Cohort: B.

1579 YBARRA, LEA and ZAKS, VIVIAN C. "The Educational and Occupational Aspirations and Attainment of Young Hispanic Female Workers." Report, National Council of La Raza, U.S. Department of Labor, 1982.

This study examines the relative influence of maternal and paternal employment, educational attainment, and generational status upon the educational and occupational aspirations, expectations, and attainment of young Hispanic women. Both the educational level of father and mother and the occupations of the adult male and female in the household when the respondent was fourteen had an impact on the respondent's educational attainment. Second and third generations continue to have exceedingly high dropout rates, and all groups tend to have the same relatively low percentage of respondents who attend college. Data show that Hispanic women workers continue to be concentrated in the lower paying occupations and that because of lower educational attainment, this pattern seems entrenched. Overall results indicate that it will be some time before Hispanic females achieve parity in the higher paying occupations. Mobility, in terms of educational and occupational attainment between second and third generations, seems almost nonexistent. This mobility is hindered by factors of sexism, racism, low educational and occupational levels of parents, and young women's own low levels of educational attainment and subsequent reduced chances of moving into higher paying jobs. Cohort: Y.

1580 YU, CHIEN. "Factors Influencing Young Women's Occupational Choice and Aspirations." Ph.D. Dissertation, The Pennsylvania State University, 1987.

The purposes of the present study were: (1) to investigate the differences in employment patterns of the 1968 women's cohort and the 1979 women's cohort aged 14 to 22; (2) to explore the differences in occupational aspirations of the 1968 women's cohort and the 1979 women's cohort aged 14 to 22; and (3) to apply the regression models for young women's occupational choices and aspirations to the 1979 women's cohort. The data used in this study were selected from the Young Women cohort and the NLSY. The statistical techniques of chi-square, independent t-test, and univariate and multivariate multiple regressions were applied in the present study. The findings are: (1) More women from the 1979 cohort aged 14 to 17 were engaged in professional, technical, and kindred levels than those from the 1968 cohort. In the age group of 18 to 22, however, the pattern was reversed. (2) Fewer women in the 1968 cohort aged 14 to 17 were found to be hired in manufacturing, transportation, communication and public utilities than their counterparts in 1979. (3) The father's education and the female's residence were found to be associated with a female's occupational choice. (4) There is an interactive effect of a female's age and education on her occupational choice. (5) Females enrolled in an academic program had higher scores in occupational choice than those enrolled in vocational and general education. (6) With respect to relationships of all independent variables to occupational choice, the main effect of a female's residence, as well as the interactive effect of a female's age and education, was found. (7) The mother's education and occupation, the father's occupation, and the female's residence were found to be related to a female's occupational aspiration. (8) A female's age, education, family/career attitude and knowledge of work were significantly related to a female's occupational aspiration. (9) The academic program was found to be significantly associated with a female's occupational aspiration. (10) Concerning relationships of all independent variables to a female's occupational aspiration, the mother's occupation, as well as a female's residence, age, education, knowledge of the world of work, and school program attended was found to be significant. (11) A female's residence, family/career attitude, school program enrolled in, and the interactive effect of a female's age and education were found to be predictive of a female's occupational choice and aspiration simultaneously. [UMI ADG87-28096] Cohort: G.

1581 ZAK, THOMAS A. "Earnings and Occupational Amenities." Ph.D. Dissertation, Vanderbilt University, 1980.

This dissertation examines the role of nonpecuniary compensation for workers. The idea of higher wages compensating for onerous tasks is not new in the economics literature; however, until recently, very little empirical work was attempted in this area. Some factors which influence psychic income may be measurable. The statistical relationship between wages and job characteristics may indicate the marginal evaluation that people place on different features of the quality of life as reflected in job related factors. Such valuations are known as hedonic wages. Job characteristic variables from the Dictionary of Occupational Titles (such as: hot, cold, and wet working environments, fumes, hazards, and isolation) are introduced into reduced form wage equations containing personal characteristics from the National Longitudinal Survey (such as: race, years of schooling, and union membership) to provide hedonic wage estimates. A statistically significant negative job characteristic coefficient implies, everything else equal, that workers accept lower pecuniary compensation in jobs containing that condition -- an occupational amenity. A disamenity, however, requires additional monetary compensation to induce workers to undertake these tasks and is indicated by a positive coefficient. Hedonic wage equations estimated across all occupations yield weak and misleading results. While some evidence of compensating differentials appears, "wrong signed" coefficients also occur. Personal characteristics, for the most part, determine the occupational opportunity set to which an individual has access; but many personal attributes remain unmeasured. In an attempt to reduce the problem created by unmeasured skills, the sample is divided into five groups of occupations, thus reducing the likelihood of estimating hedonic wages across wage-characteristic opportunity frontiers. Segmentation produces mixed results. Compared to estimates across all occupations, each subset of occupations has far fewer "wrong signed" coefficients. For three occupational groups (clerical and sales, craftsmen and foremen, and operatives) including jobs characteristics has very little effect. The additional variables add little explanatory power to the simple wage equations, and we find few significant coefficients. The most encouraging results come from the professions. Both the increase in explanatory power and changes in personal characteristic coefficients when measures of working conditions are added indicate that psychic income plays a major role in these occupations. Regressions based on laborers also produce interesting results, with positive compensating differentials for a number of conditions believed to be onerous. [UMI ADG81-01690] Cohort: B.

1582 ZALOKAR, C. NADJA. "Careers of Young Women During the Transitional Decade of the 1970s." *Contemporary Policy Issues* 7,1 (January 1989): 95-109.

Information from the NLS of Young Women was used to examine the careers of young women during the transitional decade of the 1970s. Women in skilled, traditionally male occupations were the primary focus. Although human capital theory predicted otherwise, women with high initial labor force attachment entered skilled jobs in the traditionally female sector rather than the traditionally male sector. Women with low initial labor force attachment who entered skilled jobs later in life were more likely to enter skilled male jobs. Women experienced mixed success in skilled male occupations. Those in skilled male jobs were less likely to make long-term career commitments than women in skilled non-male jobs; however, they earned considerably more than women in other positions. The chances of women remaining in skilled male occupations increased throughout the decade of the 1970s, which suggests that prospects for women in these jobs improved. [ABI/INFORM] Cohort: G.

1583 ZALOKAR, C. NADJA. "Generational Differences in Female Occupational Attainment -- Have the 1970s Changed Women's Opportunities?" *American Economic Review* 76,2 (May 1986): 378-381.

Earlier studies found evidence that sex differences in labor force attachment may explain sex differences in occupations. However, England (1982) and Corcoran et al. (1983) find that women with high labor force attachment are no more likely than other women to be in male occupations. This suggests that, when selecting occupations, women may face constraints in the form of direct labor market discrimination preventing them from entering male occupations or of a socialization process through which women and men acquire differing tastes for occupations. In the present analysis, data from the NLS of Mature Women are compared with the NLS of Young Women when each cohort was aged 30-38. The main source of women's increased occupational attainment during the 1970s was a decrease in women's costs of entering (increase in women's tastes for) more skilled, less female occupations. Cohort: G W.

1584 ZALOKAR, C. NADJA. "A Human Capital Model of Sex Differences in Occupational Distribution and Wages." Ph.D. Dissertation, Princeton University, 1982.

This dissertation develops a human capital model of occupational choice in order to determine the extent to which differences in the labor force participation patterns of men and women can explain sex differences in the distribution of first occupations. In Chapter 1, the theoretical and empirical research on the causes of sex differences in occupations is examined. It is argued that a better human capital model of occupational choice must be developed before the human capital explanation of sex differences in occupations can be given a fair test. In Chapter 2, a simple human capital model of sex differences in occupational distribution and wages is developed in a general equilibrium framework. The model suggests how changes in the lifetime labor force participation patterns of women can lead to changes over time in the occupational distribution of men and women and in their relative wages. In Chapter 3, a partial equilibrium framework is used to develop a more realistic human capital model of occupational choice. Under the assumption that occupations require different amounts of general and occupation-specific training, it is shown that the length and timing of discontinuities in the labor force participation pattern affect occupational choice, because they affect the optimal investments in general and specific training. In Chapter 4, data from the NLS of Mature Women are used to test the model. It is shown that, in fact, women's choices of first occupation among general and specific training categories are quite sensitive to their labor force participation patterns. The occupational distribution of women if they had men's labor force participation patterns is simulated and compared to the women's actual occupational distribution. It is found that if women had men's labor force participation patterns, they would choose first occupations requiring more training, especially occupation-specific training, In Chapter 5, it is concluded that the effect of sex differences in labor force participation patterns on their occupational distributions can potentially explain almost three quarters of the male-female wage differential. Cohort: W.

1585 ZALOKAR, C. NADJA. "Male-Female Differences in Occupational Choice and the Demand for General and Occupation-Specific Human Capital." *Economic Inquiry* 26,1 (January 1988): 59-74.

A human capital model of occupational choice as demand for general and occupation-specific human capital is presented to demonstrate how women's occupational choices vary with their lifetime labor force participation patterns. Data from the NLS of Mature Women are used to test the model. Simulations that use parameter estimates from the model reveal that, if women were to work continuously through out their lives, then they would enter occupations that require more human capital, particularly more specific human capital. Women's wages would increase because these occupations pay more and because women would be working more and gaining more experience. The model assumes that there is no labor market discrimination against women; how this assumption affects the results depends upon the nature of actual labor market discrimination. [ABI/INFORM] Cohort: W.

1586 ZELLER, FREDERICK A.; SHEA, JOHN R.; KOHEN, ANDREW I.; MEYER, JACK A. "Career Thresholds, Volume 2." Washington, D.C.: U.S. Government Printing Office, 1971.

The present report, the second in the series on the NLS of Young Men, summarizes some of the findings of the second round of interviews with that cohort that were conducted in the autumn of 1967. Based exclusively on tabular data, its primary purpose is to describe the magnitude and patterns of change that occurred in the educational and labor market status of the youth during the 12-month period between the first and second surveys. The age span covered in the survey includes those years of a young man's life in which he first becomes integrated into the world of work. This is a critical period in the total socialization process. The young man's subsequent labor market behavior is influenced substantially by his educational and early labor market experiences. In this report, the authors have begun an analysis of these experiences by focusing on the magnitude and character of various changes that have occurred over a one-year period--in school enrollment status, labor force participation, unemployment experience, occupational and interfirm mobility, and educational aspirations. Cohort: B.

1587 ZWYCEWICZ, ANNE MARIE B. "Do as I Say, Not as I Did: A Mother's Influence on Her Daughter's Educational and Occupational Achievements." Ph.D. Dissertation, University of Maryland, 1984.

The present study investigated whether a mother's behavior and attitudes about work and school were significantly related to her daughter's educational and occupational achievements. It also explored whether the powerful influence of education on male achievement applies equally well to female achievement. Data from the NLS were used to study these questions. A subgroup of (144) NLS mother-daughter pairs selected by race served as the present subject sample. Multiple regression analyses were used to test each of five research hypotheses. Daughter's perceived encouragement from father to continue education past high school was included as a variable to clarify the role of parental encouragement on daughter's achievements. Three covariates, mother's age, daughter's age and daughter's oldest child status, were believed to influence the outcome measures, but were not of theoretical interest in the present study. Two mediating variables, daughter's IQ and SES of daughter's parental family, were chosen because of their known influence on achievement. Six maternal attitudinal factors were the main focus of the study: mother's occupation, whether mother worked for wages when daughter was a teenager, mother's educational achievement, mother's attitude toward women working, mother's prediction of daughter's educational achievement, and daughter's perceived encouragement from mother to continue education past high school. The study investigated the effect of these variables on two outcome measures, daughter's occupational achievement and daughter's educational achievement. The analysis showed that mother's attitudes and not her behaviors are related to daughter's occupational and educational achievements, and that daughter's educational attainment is correlated with daughter's occupational achievement. It was found that mother's prediction of daughter's educational achievement and daughter's perceived encouragement from mother explained an additional twenty percent of the variance in daughter's educational achievement, over and above the thirty-four percent of the variance explained by the covariates and mediators. Cohort: G W.

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